

## Gender Pay Gap Report 2024

### Overview

Industrial Site Maintenance Ltd ("ISM") is required by law to publish an annual gender pay gap report.

This is its report for the snapshot date of 5 April 2024. On this date, ISM employed 419 employees – 60.38% Men and 39.62% Women.

The below data is taken from the full pay relevant employees:

- The mean gender pay gap for ISM is 2.5%
- The median gender pay gap for ISM is 0.9%.
- The mean gender bonus gap for ISM is 60.8%.
- The median gender bonus gap for ISM is 0.0%.
- The proportion of male employees in ISM receiving a bonus is 3.2% and the proportion of female employees receiving a bonus is 1.8%.

### Pay quartiles by gender

Band	Males	Females	Description
A	65.7%	34.3%	Includes all employees whose standard hourly rate places them at or below the lower quartile
B	70.0%	30.0%	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median
C	71.4%	28.6%	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
D	38.6%	61.4%	Includes all employees whose standard hourly rate places them above the upper quartile

The figures set out above have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Under the law, men and women must receive equal pay for:

- the same or broadly similar work.
- work rated as equivalent under a job evaluation scheme; or
- work of equal value.

ISM continues to be committed to the principle of equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. It has a clear policy of paying employees equally for the same or equivalent work, regardless of their sex (or any other characteristic set out above).

### **What are the underlying causes of ISM's gender pay gap?**

A 2.5% gap is relatively low compared to UK averages of approximately 7% but still highlights an existing disparity in pay. Our gender pay gap has increased from 0.3% in 2023, which does give cause for concern due to the widening disparity.

Our overall headcount has reduced slightly, and the percentage of women employed by ISM has increased. It is pleasing to see that there are an increased percentage of women in Band A & B. Although the gap has significantly increased between the percentage of men and women in Band D with women holding 61.4% of this quartile vs our 2023 figures of 48.7%.

This raises a need for targeted interventions which will address the gap and bring it back in line with the lower gaps ISM have reported on in previous years. Our senior and management teams will collaborate to improve our company policies and awareness training will be carried out to all internal managers.

This relatively low gender pay gap is indicative of the industry in which we operate and the demographic of our workforce. Majority of our employees are concentrated in the same or very similar roles and pay grades.

A handwritten signature in black ink, appearing to read 'Katie Ford', with a stylized, cursive script.

Katie Ford  
**Head of HR**