

## Gender Pay Gap Report 2020

### 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 2020.

- The mean gender pay gap for ISM is -0.1%
- The median gender pay gap for ISM is 4.6%.
- The mean gender bonus gap for ISM is 32.0%.
- The median gender bonus gap for ISM is 52.4%.
- The proportion of male employees in ISM receiving a bonus is 6.7% and the proportion of female employees receiving a bonus is 3.3%.

### Pay quartiles by gender

Band	Males	Females	Description
A	67.2%	32.8%	Includes all employees whose standard hourly rate places them at or below the lower quartile
B	75.0%	25.0%	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median
C	62.5%	37.5%	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
D	50.8%	49.2%	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.

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

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).

The data clearly demonstrates that there is not a significant gap between the pay of employees who are men and employees who are women. The sector in which we operate dictates that the majority of employees are concentrated in the same or similar role and pay grade.

ISM is confident that its gender bonus gap does not stem from paying men and women differently for the same or equivalent work. Rather its gender bonus gap is the result of the roles in which men and women work within the organisation and the bonuses that these roles attract.

A handwritten signature in black ink, appearing to read 'Angus McFadzean', written in a cursive style.

Angus McFadzean  
**Director**