



Cleanbrite (UK) Ltd

Gender and Ethnicity Pay Gap Report  
2021



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## Tribute from Darren Edmonston, Managing Director

For this Gender and Ethnicity Pay Gap Report we wish to pay tribute to every one of our colleagues whose incredible commitment, tenacity and hard work cannot be over-stated enough.

The impact of the pandemic has been very challenging and an immense struggle for all of us. It has been unprecedented times and no amount of resilience testing could have prepared us all for what we have all faced, personally and professionally, and life for all of us has changed dramatically.

To all our colleagues who queued for hours for public transport to ensure that they arrived in time for their shift; Carried out overtime at moment's notice to ensure that Cleanbrite provided optimum service delivery to our clients; Witnessed and experienced the loss of loved ones and fearlessly forged on; Tolerated harassment and verbal abuse whilst ensuring the nation shopped safely; All those things you dismissed as small or 'just doing my job'. All these examples, and many more, made a huge and significant difference.

Thank you.

Each year on the 23rd March while we pause and consider all those colleagues, friends and families who have suffered loss and bereavement, on this National Day of Reflection we pay tribute to those colleagues we lost but we will never, ever forget:

Richard Boateng  
Joshua Djorgee  
Asmat Ibrahim Elamin  
Michel Mawu

The safety of our colleagues and customers has always been, and will continue to be, our number one priority and we should all be very proud of everything we have achieved whilst remembering to always look after each other.

We thank you all for your extraordinary courage, tireless contribution, and fearlessness.

**Darren Edmonston**  
Managing Director of Cleanbrite (UK) Ltd



## Introduction to The Pay Gap Report

### What is the gender and ethnicity pay gap?

The gender and ethnicity pay gap is the difference between the average hourly pay for men and women, BAME and non-BAME and it is expressed as percentage based on men's and non-BAME earnings. The gender and ethnicity pay gap report is a very valuable tool to assess the levels of equality in the workplace, however, the report can be influenced by several factors including lack of females or BAME in management positions.

It is important to point out that the pay gap differs from unequal pay. The unequal pay is the pay difference between men and women, BAME and non-BAME people who do the same job, while the gender and ethnicity pay gap shows the difference in pay on average.

### Calculation methodology

We have chosen the method recommended by the Government Equalities Office ("GEO") for the pay gap reporting. We have worked diligently to include all our individuals in our calculations, with 100% gender and ethnicity disclosure rate.

£10

#### The Median Average

is calculated by listing values in numerical order. The median is the middle of the set of numbers. If there is an even number of results, the median will be the mean of the two middle numbers.

Median example: £3, £7, £10, £12, £15

Position of median is 3 which equals £10

£10.65

#### The Mean Average

is the figure that involves adding up all the numbers and dividing the result by how many numbers were in the list.

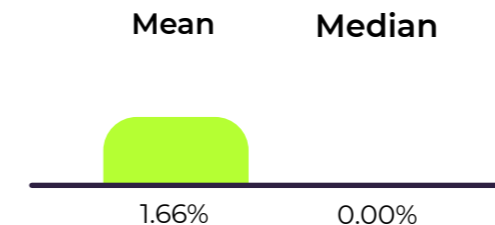
Mean example: (15+11+10+9+8)/5 equals £10.65



## Gender Pay Gap and Bonus Pay Gap Report

The overall median and mean gender pay, and bonus pay gap are based on the hourly pay rates of all the active employees on the snapshot of 5th April 2021.

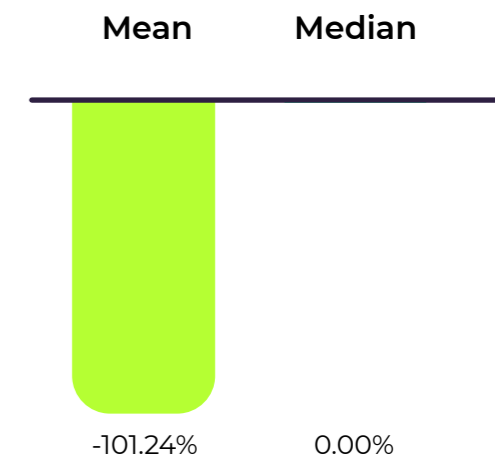
### Gender Pay Gap



The average gender pay gap at Cleanbrite is 1.66%, meaning that female colleagues are paid slightly less compared to male colleagues. The key factor driving the gap is the higher proportion of male colleagues in middle and upper management roles. However, there is a modest improvement compared to last year's data (2.28%). The median average gender pay gap is 0.0%, which suggests that proportionally female and male colleagues receive the same hourly rate.

The mean average gender bonus gap is -101.24%, as there are more females in leadership roles who receive higher amount of bonus.

### Gender Bonus Pay Gap

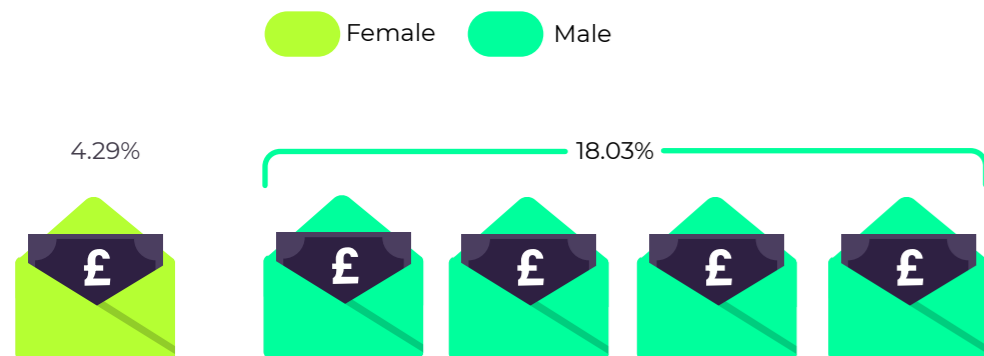




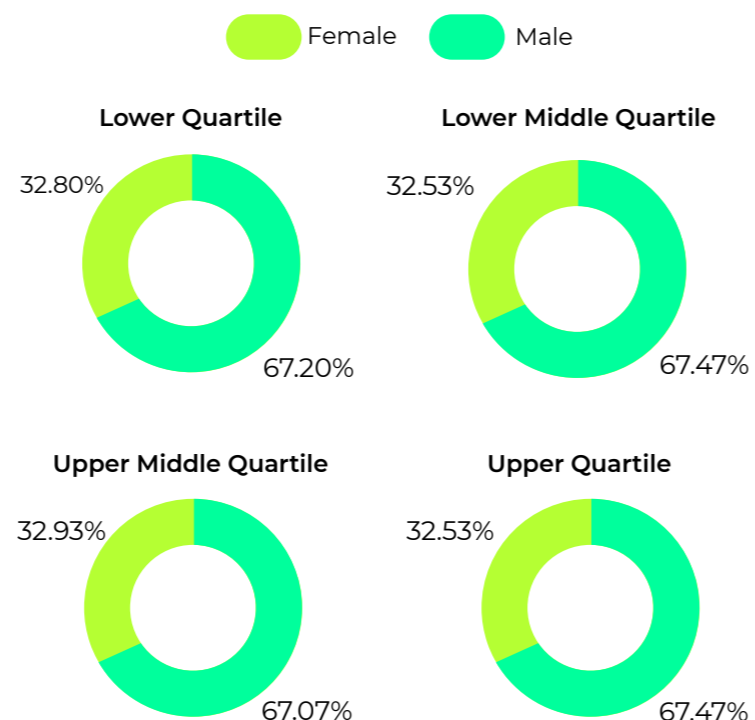
## Gender Bonus Pay Gap Figures and Quartiles

The Gender Bonus Pay Gap analysis shows that we have a greater proportion of our male colleagues who are eligible for bonus pay compared to our female colleagues.

### Bonus by Gender Proportion



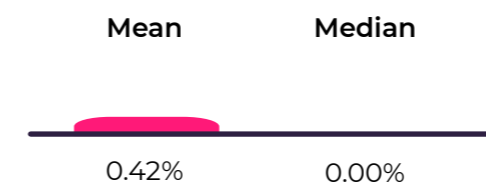
### Gender Pay Gap Quartiles



## Ethnicity Pay Gap and Bonus Pay Gap

We are committed to workplace diversity and inclusivity; therefore, we regularly analyse our internal data to ensure that we remain consistent within all our employment policies including training, pay, progression and leadership. The ethnicity pay gap shows the difference in the average pay and bonuses between Black, Asian, and Minority Ethnic (BAME) and non-BAME pay. We have used the same methodology recommended by the UK Government for our gender pay gap report. Our calculations are based on the declaration rate of 100%.

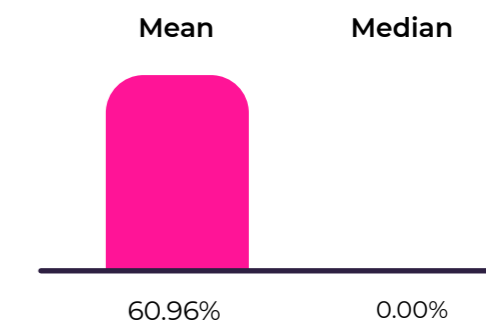
### Ethnicity Pay Gap



BAME colleagues are paid 0.42% less on average compared to non-BAME colleagues. However, the difference has been reduced in contrast to last year's data (4.30%). The median average ethnicity pay gap is 0.0%, implying that proportionally non-BAME and BAME colleagues receive the same hourly rate.

The mean average ethnicity bonus gap is 60.96%, due to the reason that there are more non-BAME colleagues in senior management roles who receive higher amount of bonus.

### Ethnicity Bonus Pay Gap

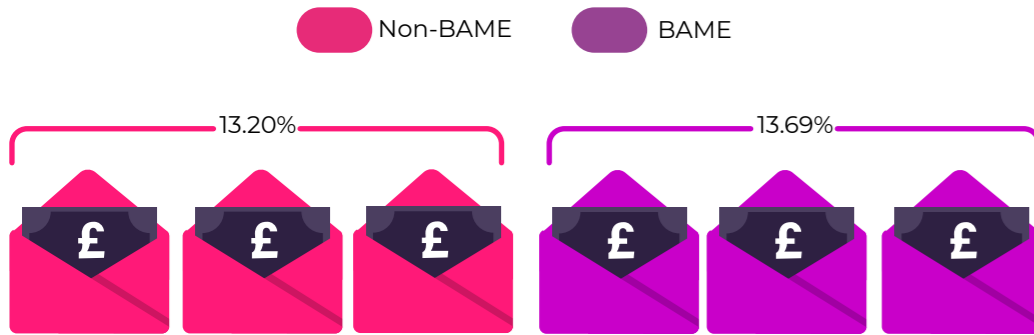




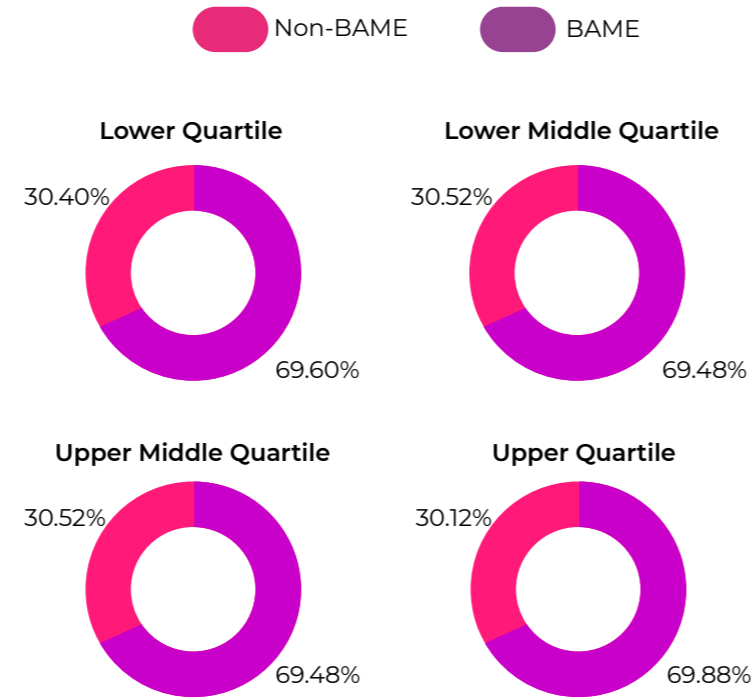
### Ethnicity Bonus Pay Gap Figures and Quartiles

Our Ethnicity Bonus Pay Gap analysis shows that the proportion of non-BAME and BAME colleagues who are eligible for bonus is approximately even.

#### Bonus by Ethnicity Proportion



### Ethnicity Pay Gap Quartiles



### Gender Breakdown by Regions

#### Male/Female Representation within Cleanbrite Regions

Male Female





## Ethnicity Breakdown by Regions

### BAME/Non-BAME Representation within Cleanbrite Regions

BAME Non- BAME

#### Inner London



#### Outer London



#### Rest of UK



## Conclusion and Goals

Cleanbrite is a B2B cleaning company that provides a comprehensive range of commercial, retail, industrial and specialist cleaning solutions to all our clients.

With over 45 years of award-winning service delivery in diverse and challenging environments our employee base in terms of gender and ethnicity has changed considerably over the years.

Our analysis identifies that under current operating conditions and in our marketplace, we continue to attract across all quartiles of the business: -

- Significantly fewer female applicants; and
- Significantly higher BAME applicants.

Wherever possible we have incorporated changes to our business model to address work/life balance, family friendly shift allocations, mentoring, training initiatives, and incentives.

This has resulted in a significant increase in attracting female applications to management positions compared to previous years.

Throughout the years we will continue to maintain and focus on our internal processes, aligned to our Gender and Ethnicity Pay Gap Strategic Goals, to assist us to identify improvements to our business model.



## Acknowledgment

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