

# Gender Pay Gap Report

## City Facilities Management (Distribution) Ltd



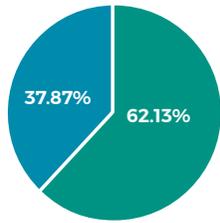
### About us

City Facilities Management (Distribution) Ltd was established in 2011 and provides dedicated cleaning and total facilities management services across our 40 Distribution centres through a team of approximately 700 colleagues.

The following report has been produced in accordance with the Government's Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 with a snapshot date of 5 April 2018.

### Workforce demographics

Female/Male colleagues



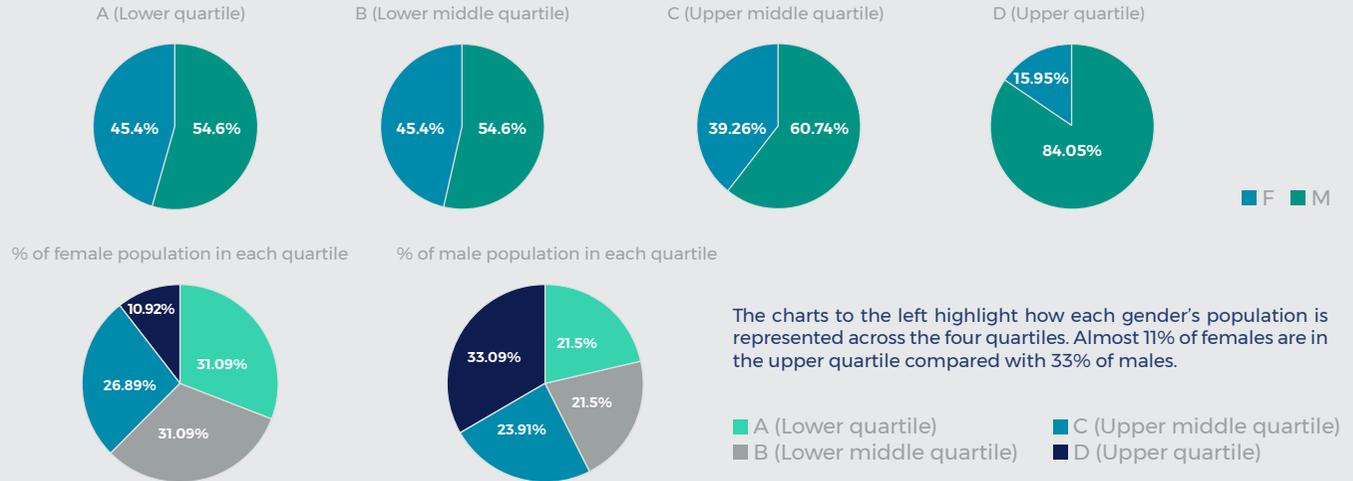
The chart to the left shows that women represent 37.87% of our workforce, a slight increase of 0.24% from 2017. Women are, however, under-represented in managerial, engineering and technical roles and are predominately employed in support roles within the office environment.

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### Gender pay gap

City FM (Distribution) Ltd Mean Gender Pay Gap 2018	14.14%
City FM (Distribution) Ltd Median Gender Pay Gap 2018	7.13%
UK Mean Gender Pay Gap	17.1%
<i>Source: Office for National Statistics</i>	
City FM (Distribution) Ltd Mean Gender Pay Gap 2017	14.61%
City FM (Distribution) Ltd Median Gender Pay Gap 2017	5.74%

### Pay quartiles



### Gender bonus gap

The regulations define bonus as including commission, recognition and length of service awards in the form of cash and vouchers. The proportion of each gender in receipt of a bonus and the gender bonus gap at City FM (Distribution) Ltd is outlined below:



When we prepared our figures to report in 2017, we did not include our £10 Christmas Bonus vouchers which are given to 615 colleagues who qualify because they earn up to £35,000 per annum. Had the vouchers been included in the 2017 data our reported bonus numbers would have been as above.

### Bridging the gap

City FM (Distribution) Ltd faces the same challenges as other employers in the sector in attracting women into technical engineering roles. In the UK, only 13%\* of the industry's workforce is made up of women. Having improved our working conditions for women such as enhanced maternity pay and promotion of flexible working we continue to work hard to broaden appeal. We provide diversity training for recruiting managers and our senior recruits are appointed using a structured interview process.

Our apprenticeship strategy develops interest at a younger age and we continue to seek opportunities to work with the industry to drive improvements in this area.

Pathways is our group management and leadership development programme open to all colleagues. We are committed to providing opportunities for woman to progress their career within City FM (Distribution) Ltd. With women filling 48% of hourly paid cleaning roles at or close to NLW, we have increased the number of Managing Others development programmes in 2019 to build a talent pool for future salaried cleaning management roles. Women account for 50% of delegates on the programme.

(\*Source: Office for National Statistics)