



## **pHS Group Gender Pay Gap Report 2021**

This report includes all employees in **pHS** Group's UK businesses. All calculations are made in April each year, as required by law.

**pHS** Group is the leading hygiene services company in the UK, servicing over 120,000 customers in 300,000 locations.

### **As required by law, we measure both mean and median pay and bonuses**

- *Median pay is the middle value of salaries arranged in ascending or descending order*
- *Mean pay is the sum of all salaries divided by the number of individual salaries*

**We're pleased that both key measures of hourly pay (mean and median) confirm that women in our UK businesses earn slightly more than men. Our challenge and opportunity are to recruit more women into the business and our actions to achieve this are set out below**

### **What we have done, and are doing, in 2022.**

We recognise that women are under-represented at all levels in the organisations, but particularly on the front line and in the most senior positions.

In our last gender pay gap report, we committed to recruiting more women, supporting flexible working, developing our people, and giving more mentoring and development opportunities to women.

These are still priorities for us, and we have made the following changes to address it:

- We have appointed an experienced business leader, Clare Hughes, to the Executive Management Team
- We are proactively seeking senior women leaders when recruiting and promoting into senior roles. Our target is to fill at least 50% of these roles with female candidates
- We have changed our recruitment methodology and are changing our ways of working to attract more women into front line roles
- We have invested in a "women in leadership" development programme, run by and for women, to develop talented **pHS** managers into senior leadership roles
- We will continue to expand our successful apprenticeship programme which gives our people the opportunity to progress their careers and earn qualifications whilst at **pHS**. Since the programme launched, 50% of apprentices, and over 50% of successful completions, have been female
- We remain committed to Chwarae Teg, which offers leadership qualifications and mentoring opportunities for women in Wales who work at **pHS**
- We have introduced a formal hybrid working policy for all office-based colleagues to support flexible working across these areas of our business.

**Differences in the hourly rate of pay.**

The two key measures of average hourly pay show that women earn slightly more than men at phs Group. Women earn 2.1% more than men using the median measurement, and 2.6% more using the mean calculation, with a “negative” percentage number in the table illustrating that women earn more than men.

The gender pay gap is the difference in the average pay of all the men and all the women in the organisation regardless of the work they do. This is different to equal pay which is where men and women get paid equally for equal work. We meet our equal pay obligations.

<b>Median Average Pay</b>	<b>Mean Average Pay</b>
<b>2021: (2.1)%</b>	<b>2021: (2.6)%</b>
2020: (3.3)%	2020: 11.3%
2019: 0.4%	2019: 7.4%

The gender pay gap reflects the fact that women working in **phs** are primarily in mid-senior level roles rather than lower paid front-line positions.

**Percentage of employees who received a bonus payment**

This measures the number of people who received a bonus, rather than the amount of the bonus  
42% of men and 40% of women received a bonus in the 12 months to April 2021

<b>Men receiving a bonus</b>	<b>Women receiving a bonus</b>
<b>2021: 42%</b>	<b>2021: 40%</b>
2020: 45%	2020: 39%
2019: 67%	2019: 59%

We’re pleased that the gap between the percentage of women and men receiving a bonus continues to reduce and this is a trend we will continue to prioritise.

**Bonus Pay Gap (the gap between the actual amounts (£) of bonuses paid)**

The table below confirms that women earned a significantly higher median bonus (95% more) than men – continuing the trend of the last three years.

Median bonus pay gap	Mean bonus pay gap
2021: (95)%	2021: 16%
2020: (236)%	2020: (75)%
2019: (91)%	2019: (77)%

In the year ending April 2021 the mean bonus for men was 16% higher than the mean bonus for women. This was caused by the sale of phs Group to Bidvest in May 2020, which triggered the payment of completion bonuses to a small number of senior executives, the majority of whom were male. We expect this gap to close again in 2022.

**The proportion of men and women in each pay quartile**

The table below shows the percentage of women and men in each of our four pay quartiles and confirms that more women continue to work in middle and senior management roles (ie the upper and upper middle quartiles) than in “front line” roles in our businesses.

Quartile	Women	Men
Upper Quartile	29%	71%
Upper Middle Quartile	35%	65%
Lower Middle Quartile	21%	79%
Lower Quartile	24%	76%

Signed:

**Matthew Brabin**

**CEO**

**Mike Winstone**

**Group HR Director**