

Registered address: 4 Greengate, Cardale Park, Harrogate, England, HG3 1GY
Nature of business (SIC): Other service activities
Snapshot date: 5 April 2024
Employee headcount: 500 to 999 employees
Person responsible: Ben Grahamslaw (Group HR Manager)

Main Gender Pay Gap Figures

At Grosvenor Facilities Management Ltd (GFM):

- women earned 76p for every £1 that men earned (comparing median hourly pay)
- women made up 27.9% of employees in the highest paid quarter, and 82.0% of employees in the lowest paid quarter
- 3.6% of women received bonus pay, compared with 11.0% of men
- women's bonus pay was 50.0% lower than men's (comparing median bonus pay)

Hourly Pay

At GFM:

- women's median hourly pay was 24.1% lower than men's – this means they earned 76p for every £1 that men earn when comparing median hourly pay

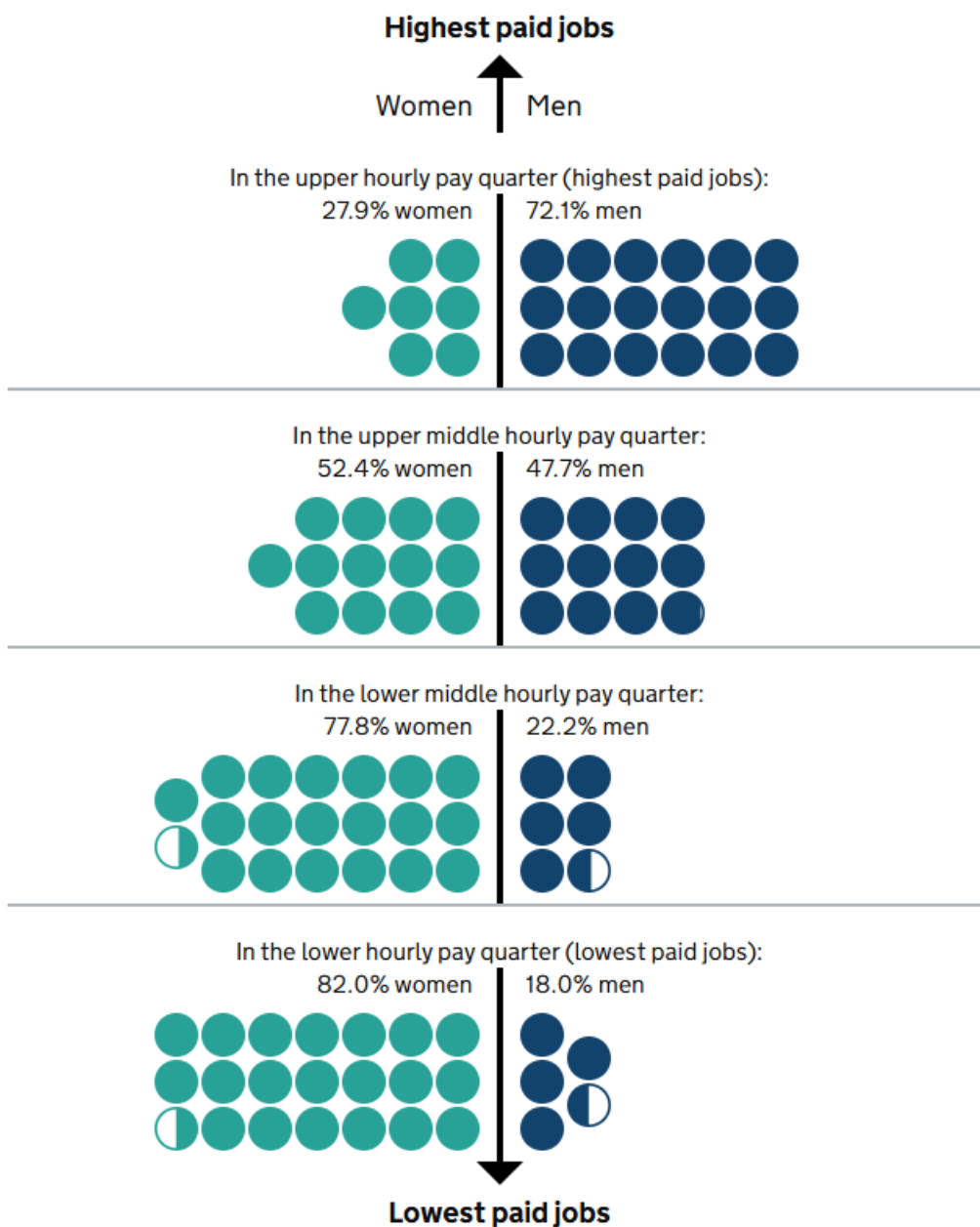


- Women's mean (average) hourly pay was 21.7% lower than men's.

Pay Quarters

At GFM, women made up:

- 27.9% of employees in the upper hourly pay quarter (highest paid jobs)
- 52.4% of employees in the upper middle hourly pay quarter
- 77.8% of employees in the lower middle hourly pay quarter
- 82.0% of employees in the lower hourly pay quarter (lowest paid jobs)



Bonus Pay

At GFM:

- women's median bonus pay was 50% lower than men's – this means they earned 50p for every £1 that men earn when comparing median bonus pay
- women's mean (average) bonus pay was 43% lower than men's
- 3.6% of women and 11.0% of men received bonus pay

