

Gender Pay Gap Announcement

Not Just Cleaning Limited (NJC) welcomes the opportunity to continue the reporting of our gender pay gap under The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

The company predominately works in regions, where the prevailing Living Wage Foundation pay rate is paid to the majority of our frontline colleagues.

Understanding the gap

We have implemented a plan that will ensure that analysing and reporting our gender pay gap annually, will provide a critical measurement against which we can consider our progress.

Our published figures have been derived using the mechanisms that are set out in the gender pay gap reporting legislation.

We are confident that our data shows that we have identified and are focusing on, the correct actions, it also shows that meaningful and sustained change will take time and consistent focus by our most senior leaders and a deep and consistent communication and promotion within our business.

Our aim is for everyone at NJC to be able to build and sustain a successful career. We believe this requires a combination of deliberate actions and ensuring that we provide an inclusive culture and an agile, flexible working environment for our people to operate in.

Being transparent about gender pay

NJC wish to be transparent as to the issues that are causing this gap (as with many sectoral organisations, due to the nature of the work, there are male-dominated departments within the company, for example, window cleaning). We are also very clear about the steps that we shall take to ensure that our company is balanced and transparent from a gender perspective.

NJC was founded over 40 years by a female founder and this ethos lives on until today. This financial year, we are working to an action plan in accordance to our Equality Diversity and Inclusion plan, with accountability for its delivery sitting with our HR Director our Managing Director and Board of Directors. This strategy includes:

- Targeted CPD accredited inclusivity training from our dedicated training provider to all our management staff
- A partnership with the Includability Organisation to help foster and develop a fully diverse and inclusive workforce.
- Reviewing Recruitment and Promotion Practices to ensure fair and unbiased processes and to support career advancement for underrepresented genders in higher-paying roles.
- Offering flexible work arrangements to accommodate diverse needs to promote work-life balance.
- Conducting regular pay audits by monitoring and addressing any discrepancies in pay for equal work.

The period up to April 2025 has seen a degree of change across NJC and this has necessitated the requirement to make alterations to its Head Office and Operations late on in the year. The company has also seen significant restructures in the executive team, but despite these challenges, NJC is seeking to increase the number of women in senior roles, which is key to closing the pay and bonus gaps.

Please note 2023- 2024 figures are in red for comparative purposes.

Calculation Gap

- Mean Gender Pay Gap 12.73% (38.19%)
- Median Gender Pay Gap 1.5% (1.15%)
- Mean Bonus Gender Pay Gap 16.23% (12.66%)
- Median Bonus Gender Pay Gap -5.15% (14.5%)

Proportion of Males and Females receiving a bonus payment

- Male 15.63% (35.5%)
- Female 8.47% (23.9%)

Quartile Bands

	Upper quartile %	Upper - Middle quartile %	Lower-Middle quartile %	Lower quartile%
Male	52.94 (55.28)	34.31 (40)	35.29 (42.5)	34.31 (42.5)
Female	47.06 (44.72)	65.69 (60)	64.71 (57.5)	65.69 (57.5)

As part of our commitment to equality, we regularly monitor all aspects of equal opportunity with the work force and address any areas where we feel the balance is not right.

Not Just Cleaning Limited (NJC) continues to be an ethical employer, using initiatives like the Gender Pay Gap reporting requirement to drive continual improvement.