

At **Kram Contract Cleaning Ltd**, we ensure that all employees are paid fairly and have the same opportunities regardless of whether they are male or female.

Gender Pay Reporting requires our organisation to make calculations as set out in the legislation and guidance material. The following report has been compiled by Sara Richardson, Managing Director by using our existing HR and payroll records for the 2017 relevant pay period (i.e. April 2016 to April 2017) and requirements as detailed in the ACAS 'Managing Gender Pay Reporting' Guidelines.

We work in a female dominated industry where operatives are on the same wage regardless of their gender. The only influence on rates of pay is the location of the site that an employee works. If an employee works in a location where it is difficult to recruit then we offer a higher hourly rate.

The mean gender pay gap is 3.2% which is significantly lower than the UK average. Our median pay gap is 0% which means that there is no median pay gap. We do not operate Bonus Schemes.

Gender Pay Gap Report	
Women's hourly rate is	
3.20%	0.00%
LOWER	LOWER
(mean)	(median)
Pay quartiles	
Top quartile	Lower middle quartile
38.09%	33.33%
MEN	MEN
61.90%	66.67%
WOMEN	WOMEN
Upper middle quartile	Lower quartile
34.12%	36.47%
MEN	MEN
65.88%	63.53%
WOMEN	WOMEN