

Spotless Gender Pay Gap Reporting

Gender pay gap data

Spotless Commercial Cleaning is required by law to carry out Gender Pay Gap Reporting under the Equality Act 2010 Regulations 2017.

This involves carrying out six calculations that show the difference between the average earnings of men and women in our company: it does not involve publishing individual employee data.

The data for 2025 has been completed Rhiannon Abbott, HR Manager, and verified by Carron Henley, CEO, and is detailed below:

- Women's hourly rate is 1.89% lower (mean) and 1.55% lower (median)
- Top salary quartile has 34.5% men and 65.5% women
- Upper middle salary quartile has 29.5% men and 70.5% women
- Lower middle salary quartile has 5% men and 95% women
- Lower salary quartile has 8% men and 92% women
- Women's bonus pay is 0% lower (mean) and 0% lower (median)
- 0% of men and 0% of women received bonus pay