



The 2020

Gender Pay Gap Report

Gender Pay Gap Report

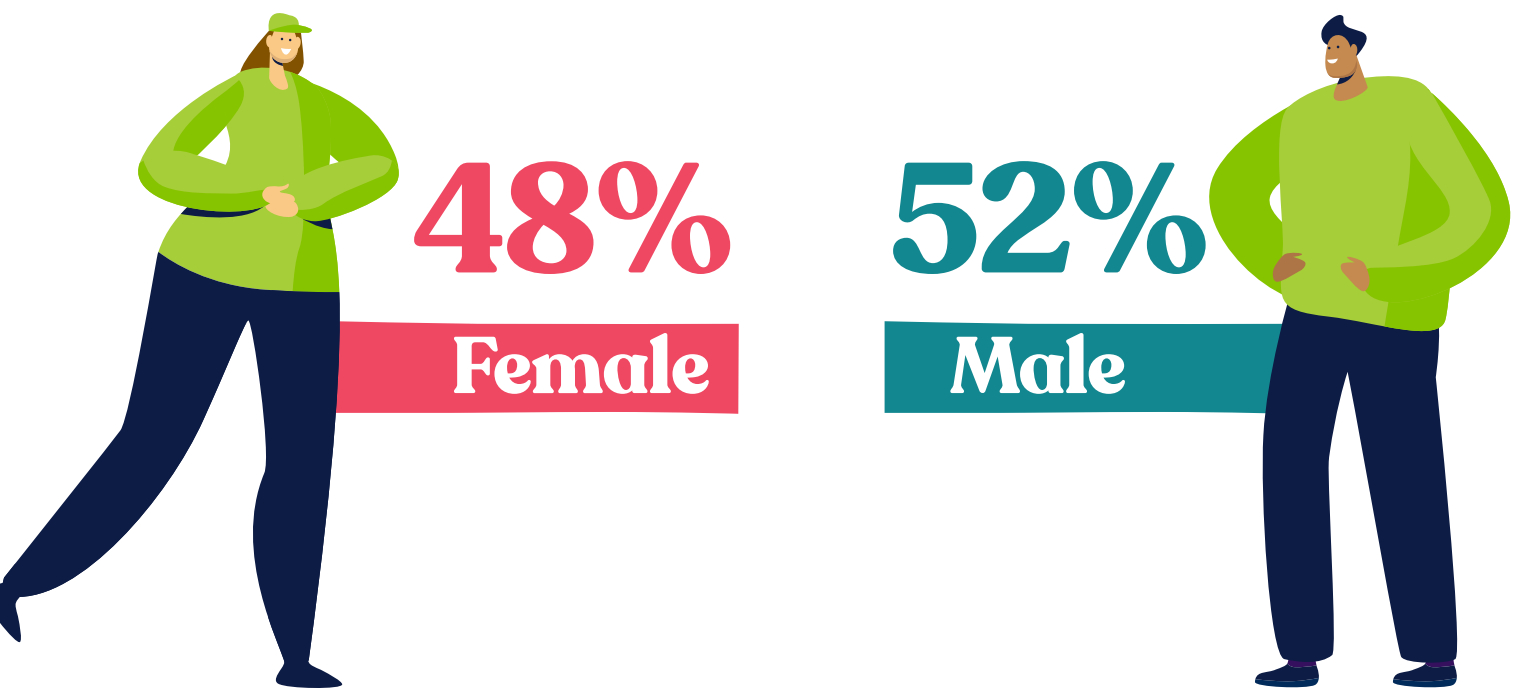
The gender pay gap is calculated as the difference between the average hourly earnings of women and men as a proportion of men's average hourly earnings.

The calculation doesn't directly compare men and women doing the same job but it does measure whether men and women are equally distributed across levels of seniority.

The report is not a measure of equal pay. Equal pay is a direct comparison between the pay rates of men and women doing the same or similar jobs.

As at the snapshot date of **5th April 2020** ISS had a headcount of 478; 438 of which were in the scope of reporting.

At that time **48%** of our employees were female and **52%** male.





**The mean gap in
hourly pay**

8.7%

The UK average is 15.5

**The median gap
in hourly pay**

4.9%

The UK average is 17

Both gaps are smaller than those reported for the manufacturing sector and also below the UK average.

The proportion of people paid a bonus

5%

Female



11%

Male

Gender bonus gap

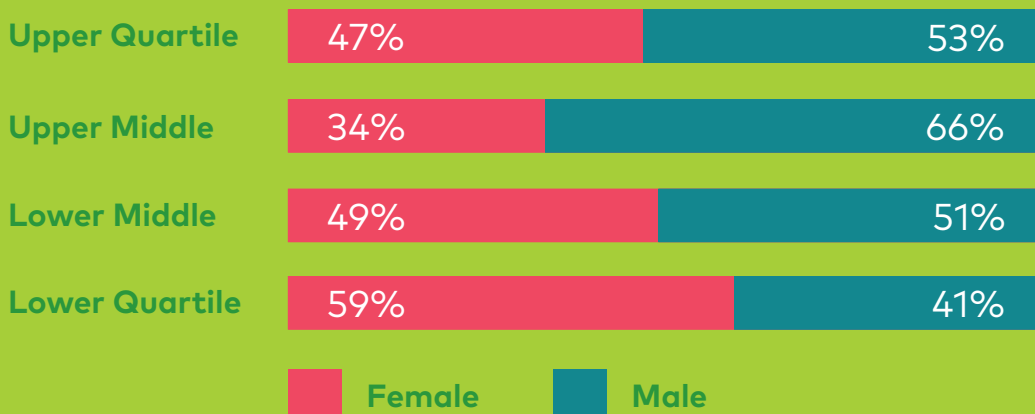
53%

The mean gap in bonus

-44.1%

The median gap in bonus

Proportion of Male and Female employees by quartile pay bands



Understanding the numbers

Measuring our gender pay gap is important to us, as it helps us to understand more about gender equality and helps to inform our recruitment, development and reward strategies. Although our pay gaps are below the UK average, we understand that we can still do more to reduce them to zero.

We recognise that our pay gaps are driven by having a largely male leadership team. However, we have good recruitment and selection practices in place so we are confident this is a result of our desire to hire the very best people available at the time and not a result of discriminatory recruitment practice.

We are also confident that our gender pay gap is not representative of an equal pay issue as we carry out extensive benchmarking and pay fairly, regardless of gender or any other protected characteristic.

Declaration

We confirm that Integrated Service Solutions Ltd's gender pay gap calculations are accurate and meet the requirements of the Regulations.

Mathew News
Managing Director

Kay Makin
Head of People



People.
Quality.
Service.