

2017 Gender Pay Gap Report

Grosvenor are committed to equality, fairness and inclusion and will take action to reduce our gender pay gap.

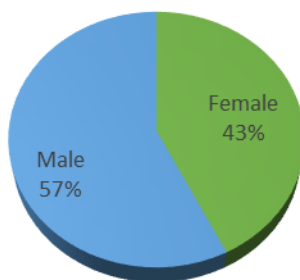
Pay & Bonus Gap

	Difference between men and women	
	Mean	Median
Hourly fixed pay	35%	51%
Bonus paid	n/a	n/a

The table above shows our overall mean and median gender pay gap based on hourly rates of pay for all employees employed in England, Scotland and Wales at the snapshot date 5th April 2017.

Pay Quartiles

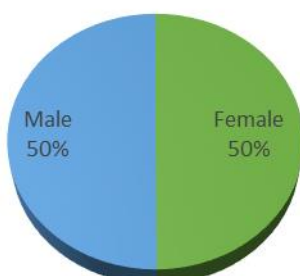
Lowest



Mean pay gap 26%

Average pay gap 39%

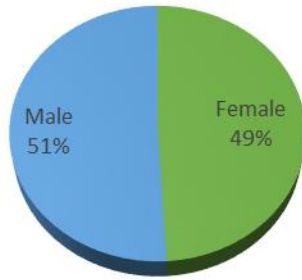
Quartile 2



Mean pay gap 1%

Average pay gap 1%

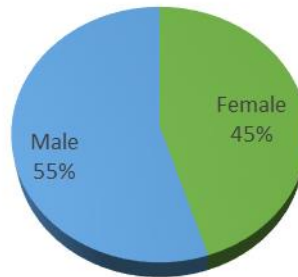
Quartile 3



Mean pay gap	4%
Average pay gap	0%

Highest

Mean pay gap	18%
Average pay gap	18%



The above quartiles illustrate the gender distribution at Grosvenor Cleaning Services Ltd across equally sized quartiles for 1294 employees.

Whilst we are confident that men and women are paid equally for doing equivalent jobs and are satisfied with our progress we will aim to achieve a 50:50 gender pay gap throughout our business.

I confirm that the data reported is accurate.

Yours sincerely,

Bernard McCauley
Group Managing Director