



# Johnsons Textile Services Limited

## Gender Pay Gap Report 2021/22

### BACKGROUND

Under legislation that came into force in April 2017, all companies with 250 or more employees must publish and report specific figures about their gender pay gap. The legislation therefore applies to Johnsons Textile Services Limited (the “Company”), a wholly owned subsidiary of Johnson Service Group PLC (the “Group”), which for the period under review employed greater than 98% of employees within the Group.

Employers must publish the gap in pay between full-pay men and women on both a mean basis (average hourly salary) and a median basis (pay per hour based on the person ‘in the middle’ of the distribution of pay). In relation to bonus pay, employers are required to disclose both a mean and median basis for average bonus pay received in the financial year 2021/22. Furthermore, the percentage of employees receiving bonuses by gender must be disclosed. In addition, employers are required to disclose the distribution of gender by pay quartile – in other words, splitting the workforce into four groups based on their pay and showing the proportion of men and women in each group.

### GENDER PAY GAP

The Company provides the following information in respect of its Gender Pay Gap:

Difference in the hourly rate of pay (mean)	<b>13.2%</b>
Difference in the hourly rate of pay (median)	<b>11.9%</b>

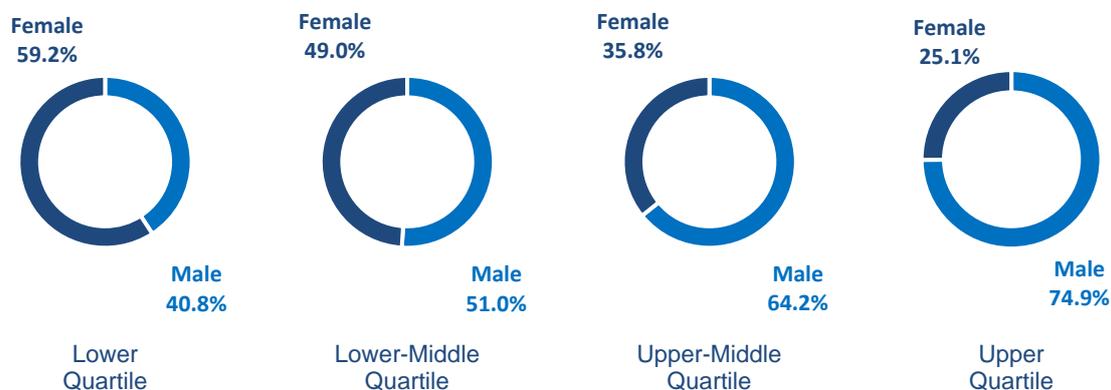
### GENDER BONUS GAP

The Company provides the following information in respect of its Gender Bonus Gap:

Difference in bonus pay (mean)	<b>38.2%</b>
Difference in bonus pay (median)	<b>11.4%</b>
Percentage of male employees who receive bonus pay	<b>30.2%</b>
Percentage of female employees who receive bonus pay	<b>31.8%</b>

## DISTRIBUTION OF MALE AND FEMALE EMPLOYEES BY QUARTILE

The proportions of male and female full-pay relevant employees in the lower, lower-middle, upper-middle and upper quartile bands were as follows:



## FURTHER EXPLANATORY COMMENTARY

The mean and median pay gaps for pay & bonus are significantly different to the 2021 and 2020 reports, largely due to the impact of COVID-19 on the 2021 and 2020 reports. A significant number of employees did not receive their usual full basic pay as at the snapshot date of 5 April in 2021 and 2020, as a result of being furloughed at that time, and were therefore not considered full-pay relevant employees for the purposes of the GPG Calculations. As at 5 April 2022, 92% of relevant employees were considered full-pay relevant employees. This represents a significant increase on the proportion of full-pay relevant employees included in 2021 (53%), and 2020 (27%), with a comparable proportion of employees included in 2019 (91%). Accordingly, no overall trend is observed at this time.

The results do show that, as in previous years, there is a gender gap. Whilst the fact that there are currently fewer females than males in senior and leadership roles has a material impact on our gender pay gap, it is also significantly influenced by two industry related factors:

- 1) Laundries operate large transport fleets and hence employ a significant number of drivers. The role generally commands a higher pay scale and is predominantly populated by males.
- 2) Laundry operations are very labour intensive with such roles being predominantly in the lower quartiles. A higher proportion of these roles are currently performed by females.

Irrespective of the specific role, we aim to apply the same reward principles for all employees, in particular, that overall remuneration should be competitive when compared to similar roles in other organisations from which we draw our talent.

We continue to take action to address the gap and to make sure our employment policies and practices are fair. This includes actively reviewing decisions around annual pay, bonus pay and promotion opportunities and the Company will continue to endeavor to provide a training and development platform for all individuals to grow, both personally and in their work role, irrespective of gender.

Due to the specific nature of the Company's business and the flexibility permitted within the regulations for identifying and calculating the total pay and benefits for employees, as well as differences in employment and remuneration models between companies, the results reported above may not be comparable to those reported by other companies.

## **DECLARATION**

We confirm that our data is accurate and has been calculated according to the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

**Peter Egan**

**Director, Johnsons Textile Services Limited**

**15 March 2023**