



Fresh Linen Limited

Gender Pay Gap Report

At Fresh Linen we believe in promoting equality and diversity amongst our workforce. As such we welcome the opportunity to publish the information required under the Equality Act 2010 (Gender Pay Gap Reporting) that shows gender pay gap levels within our business.

Gender Pay Reporting requires our organisation to make calculations as set out in the legislation and guidance material. The following report is provided 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.

The negative gender pay gaps across the business are mainly due to the structure of our workforce. Men and women are paid equally for doing equivalent jobs within our business so any gaps are not indicative of equal pay issues with the business.

FRESH Gender Pay Gap Data

As a response to this legislation and guidance, we provide the following information as our Gender Pay Gap report: -

Difference in rates of pay (mean)	13.97%
Difference in rates of pay (median)	0%
Difference in bonus pay (mean)	40.7%
Difference in bonus pay (median)	-210%

Percentage of employees in each quartile Pay Band

	Male	Female
Q1	32.8%	67.2%
Q2	66.1%	33.9%
Q3	55.2%	44.8%
Q4	94.9%	5.1%

Percentage of employees who receive bonus pay:

- a. Males who receive bonus pay 19.5%
- b. Females who receive bonus pay 43%

Company Background

Fresh Linen Limited is a commercial laundry company providing linen services, predominantly to the hospitality sector. We currently operate from two commercial sites, employing 280 people.

We are an equal opportunities employer, throughout all facets of our business.

Gender Pay Gap

The data provided in Fresh Linen Ltd's Gender Pay Gap Report illustrates our mean and median pay and bonus gap. In the mean we have a difference of 13.97% which is noticeably lower than the UK average of 18.1%. At the median level there is no gap and pay is entirely comparable. Although there is clearly a gap in the mean rate, we pay men and women equally for doing the same or similar roles.

Our gender split across the key employee groups throughout Fresh Linen Ltd is as follows:

	Male	Female
Transport	98%	2%
Engineering	100%	0%
Production	65%	35%
Office	44%	56%

Fresh Linen Limited has implemented a number of actions intended to reduce the gender pay gap, including a review of staff bonus schemes, recruitment processes and career development opportunities.

We only have a small proportion of women in senior posts and recruitment is predominantly into our transport department where these roles are mainly dominated by men.

Our production department, again mainly dominated by men however these roles are far more flexible and appeal to working parents where we allow part time positions and flexible working.

We expect the changes will begin to impact over the next two to four years.



Antony Moore
Managing Director
Fresh Linen Ltd

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