

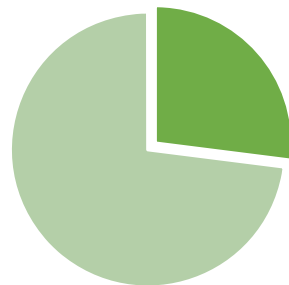
Lewis and Graves Partnership Limited Gender Pay Gap Reporting 2018

Lower Quartile



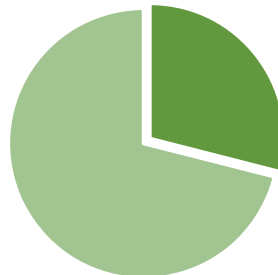
■ Male ■ Female

Lower Middle Quartile



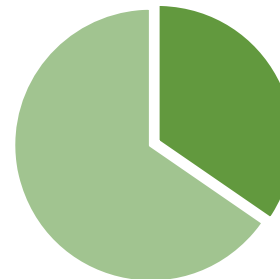
■ Male ■ Female

Upper Middle Quartile



■ Male ■ Female

Upper Quartile



■ Male ■ Female

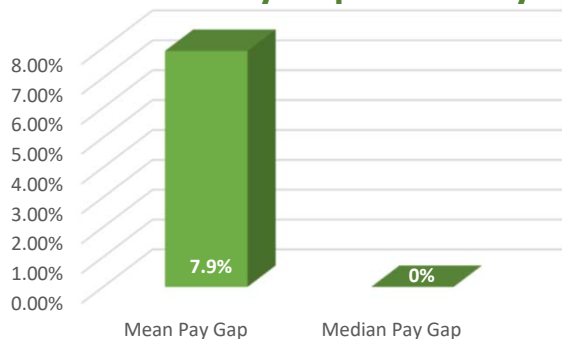
| Lower Quartile | |
|----------------|-------|
| Male | 27.4% |
| Female | 72.6% |

| Lower Middle Quartile | |
|-----------------------|-----|
| Male | 27% |
| Female | 73% |

| Upper Middle Quartile | |
|-----------------------|--------|
| Male | 29% |
| Female | 71.10% |

| Upper Quartile | |
|----------------|-------|
| Male | 34.6% |
| Female | 65.4% |

Gender Pay Gap Summary



| Hourly Rates | Male | Female |
|--------------------|---------|--------|
| Mean Hourly Rate | £8.6471 | £7.967 |
| Median Hourly Rate | £7.50 | £7.50 |

Lewis and Graves operate in an industry which transfers in staff under TUPE, we are obligated to transfer the rates of pay which often are set under local government pay schemes which are higher than the national living wage but generally staff are transferred with the living wage rate which is why the median hourly rate shows little difference in rates of pay. The majority of people included in our calculations have their hourly rate fixed by the TUPE process and our clients.

The calculations are an accurate representation of our gender pay gap as of 5th April 2017 .

Mark Graves – Managing Director

Bonus Summary

| Bonus | Amount |
|------------------------------|--------|
| Number of women with bonuses | 0 |
| Number of men with bonuses | 0 |
| Mean bonus rate for women | 0 |
| Mean bonus rate for men | 0 |
| Median bonus rate for women | 0 |
| Median bonus rate for men | 0 |

The general workforce in the cleaning industry is largely dominated by females, this is no different at Lewis and Graves where we have twice as many women working for us than men.

Snapshot date: 05/04/2017

