



Mitie Group plc - Gender Pay Gap Report 2017

Mitie is currently one year in to a three-year transformation programme. As part of that transformation, we are committed to creating a place to work where people can thrive and be their best every day.

Today, along with all other UK companies with 250 or more employees, we are reporting on our pay, by gender. As at April 5 last year, we had a mean average gender pay gap of 16% and a mean bonus gap of 71%. The reason for the bonus differential in particular is the way in which we classify bonuses across the company. And while the pay gap is in line with the UK average, we know there is more we can do.

We have a diverse and complex business, and gender representation can differ depending on job type. We also recognise that in many of our businesses we have a higher proportion of men in more senior positions and bonuses are more typically paid in senior roles.

Gender parity

In the last six months, we have made a conscious effort towards encouraging a more diverse work force.

We have reviewed the makeup of our senior team, welcoming four women to our board (out of 11 people). Now, women count for 14% of our Executive Leadership team (up from 0%) and almost a quarter (24%) of our Group Leadership Team (up from 20%).

Diversity

However, whilst gender is the focus of these figures, we believe it is only one element of building an inclusive working culture. At Mitie, we are very proud of our rich and diverse culture and backgrounds – it creates ideas and insights. Everyone has a voice and is treated as an equal. We are relaunching our four diversity networks focusing on LGBT, disability, ethnicity and gender to concentrate on education, awareness and supported by our company policies.

Development

We also believe everyone should have opportunities to progress, whether that's working with amazing customers to individual learning and development. We're helping our colleagues achieve their full potential by creating a 'one stop shop' for all development at Mitie called 'the Learning Hub'. The Hub will bring all learning and development interventions together from a vast array of apprenticeship programmes, to technical accreditations and leadership training.

Reviewing our processes

As part of our overall transformation, we're looking at how we reward our people with a job grading framework on which to base pay decisions.

Another area of focus will be on closing the gap and clearing up our bonus definitions. For example, clarifying the difference between an hourly attendance bonus for a front-line cleaner and an executive bonus for our most senior leaders.

The above combined are a start and while we're making headway, we still have a way go on our transformational journey.

We have reported on 15 legal entities that meet the reporting criteria. I confirm the gender pay gap data contained in this report is accurate and has been produced in accordance with the regulations.

A handwritten signature in black ink, appearing to read 'Jo Davis', with a stylized flourish at the end.

Jo Davis
Group HR Director
Mitie Group plc

Mitie Group		
	Median	Mean
Pay Gap	0.0%	16.0%
Bonus Gap	77.4%	71.0%
	Men	Women
% of employees receiving bonus	12%	10%
No. of employees in each pay quartile	Men	Women
Upper	75%	25%
Upper Middle	66%	34%
Lower Middle	58%	42%
Lower	45%	55%

MITIE Facilities Services Ltd		
	Median	Mean
Pay Gap	31.4%	24.4%
Bonus Gap	79.4%	70.9%
	Men	Women
% of employees receiving bonus	32%	15%
No. of employees in each pay quartile	Men	Women
Upper	70%	30%
Upper Middle	74%	26%
Lower Middle	52%	48%
Lower	49%	51%

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Mitie Group plc is registered in Scotland under company number SC19230 at 35 Duchess Road, Rutherglen, Glasgow, G73 1AU, UK

MITIE Business Services Ltd		
	Median	Mean
Pay Gap	-0.7%	-5.3%
Bonus Gap	11.9%	1.8%
	Men	Women
% of employees receiving bonus	83%	88%
No. of employees in each pay quartile	Men	Women
Upper	81%	19%
Upper Middle	80%	20%
Lower Middle	85%	15%
Lower	77%	23%

MITIE Client Services Ltd		
	Median	Mean
Pay Gap	0.9%	5.0%
Bonus Gap	-9.0%	4.5%
	Men	Women
% of employees receiving bonus	45%	33%
No. of employees in each pay quartile	Men	Women
Upper	31%	69%
Upper Middle	27%	73%
Lower Middle	27%	73%
Lower	26%	74%

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MITIE PFI Ltd		
	Median	Mean
Pay Gap	11.2%	15.7%
Bonus Gap	0.0%	30.0%
	Men	Women
% of employees receiving bonus	7%	3%
No. of employees in each pay quartile	Men	Women
Upper	69%	31%
Upper Middle	32%	68%
Lower Middle	28%	72%
Lower	22%	78%

MITIE Events & Leisure Ltd		
	Median	Mean
Pay Gap	3.7%	6.7%
Bonus Gap	47.0%	67.9%
	Men	Women
% of employees receiving bonus	20%	10%
No. of employees in each pay quartile	Men	Women
Upper	54%	46%
Upper Middle	61%	39%
Lower Middle	48%	52%
Lower	43%	57%

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MITIE Business Services UK Ltd		
	Median	Mean
Pay Gap	3.8%	4.5%
Bonus Gap	31.5%	51.9%
	Men	Women
% of employees receiving bonus	26%	30%
No. of employees in each pay quartile	Men	Women
Upper	73%	27%
Upper Middle	60%	40%
Lower Middle	51%	49%
Lower	68%	32%

MITIE Landscapes Ltd		
	Median	Mean
Pay Gap	-17.8%	-4.8%
Bonus Gap	-1525.0%	-5.5%
	Men	Women
% of employees receiving bonus	25%	19%
No. of employees in each pay quartile	Men	Women
Upper	84%	16%
Upper Middle	89%	11%
Lower Middle	95%	5%
Lower	95%	5%

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MITIE Pest Control Ltd		
	Median	Mean
Pay Gap	15.8%	14.6%
Bonus Gap	67.2%	51.7%
	Men	Women
% of employees receiving bonus	93%	77%
No. of employees in each pay quartile	Men	Women
Upper	93%	7%
Upper Middle	94%	6%
Lower Middle	87%	13%
Lower	76%	24%

MCES Ltd		
	Median	Mean
Pay Gap	0.2%	3.7%
Bonus Gap	38.5%	84.3%
	Men	Women
% of employees receiving bonus	6%	8%
No. of employees in each pay quartile	Men	Women
Upper	48%	52%
Upper Middle	38%	62%
Lower Middle	39%	61%
Lower	40%	60%

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MITIE Tech Facilities Man		
	Median	Mean
Pay Gap	24.3%	20.9%
Bonus Gap	1.7%	30.2%
	Men	Women
% of employees receiving bonus	14%	16%
No. of employees in each pay quartile	Men	Women
Upper	91%	9%
Upper Middle	93%	7%
Lower Middle	87%	13%
Lower	64%	36%

MITIE Security Holdings Ltd		
	Median	Mean
Pay Gap	-10.9%	-6.9%
Bonus Gap	4.2%	62.4%
	Men	Women
% of employees receiving bonus	3%	6%
No. of employees in each pay quartile	Men	Women
Upper	82%	18%
Upper Middle	87%	13%
Lower Middle	92%	8%
Lower	90%	10%

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MITIE Shared Services Ltd		
	Median	Mean
Pay Gap	15.5%	20.7%
Bonus Gap	22.0%	74.9%
	Men	Women
% of employees receiving bonus	19%	17%
No. of employees in each pay quartile	Men	Women
Upper	62%	38%
Upper Middle	45%	55%
Lower Middle	45%	55%
Lower	32%	68%

MITIE Catering Services Ltd		
	Median	Mean
Pay Gap	12.2%	14.3%
Bonus Gap	72.4%	74.3%
	Men	Women
% of employees receiving bonus	9%	6%
No. of employees in each pay quartile	Men	Women
Upper	58%	42%
Upper Middle	43%	57%
Lower Middle	33%	67%
Lower	20%	80%

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MITIE Care & Custody Ltd		
	Median	Mean
Pay Gap	7.3%	10.3%
Bonus Gap	-53.0%	50.1%
	Men	Women
% of employees receiving bonus	17%	14%
No. of employees in each pay quartile	Men	Women
Upper	74%	26%
Upper Middle	70%	30%
Lower Middle	62%	38%
Lower	57%	43%

MITIE Property Services (UK) Ltd		
	Median	Mean
Pay Gap	17.1%	18.1%
Bonus Gap	73.9%	53.9%
	Men	Women
% of employees receiving bonus	49%	14%
No. of employees in each pay quartile	Men	Women
Upper	89%	11%
Upper Middle	88%	12%
Lower Middle	85%	15%
Lower	69%	31%

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