

TC Facilities Management Gender Pay Gap Report 2017

	Median (middle)	Mean (average)
Gender Pay Gap	0.27%	5.33%

TC Facilities Management shows a UK median gender pay gap of **0.27%**.

Whilst we are pleased that this is way below the UK national median gender pay gap of 18.2%, we are committed to the continuous reviewing of our Policies and Processes to ensure that we continue to build an inclusive culture and ultimately close the gap completely.

Our gender pay gap reflects the average paid to men and women across our business. It is not a comparison of pay rates for men and women doing work of equal value.

Currently more of our senior managers (and therefore highest paid) employees are male, a factor that influences both our mean gender pay and bonus gaps.

Valuing Diversity

We are proud to be a diverse business and truly recognise the benefits this brings.

Whilst gender is the focus of this report and remains important to us, we believe that this is only one element of being a truly inclusive workforce. We are also proud to be ethnically diverse and disability confident, regularly being recognised for our partnership with Rempoy.

Being diverse enables us to attract and retain the best possible people who in turn deliver the best possible service to our customers. During 2018 we will continue to train and raise awareness of our Policies and Process' on diversity and equality.

I confirm that the data given in this statement is accurate and in line with government reporting regulations.



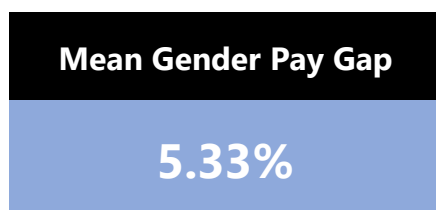
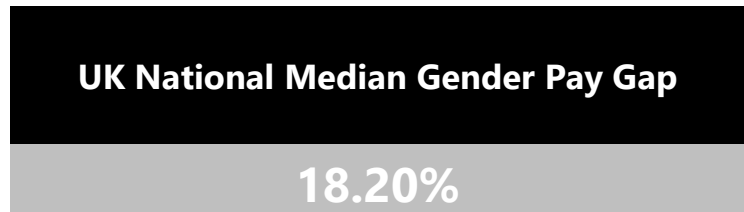
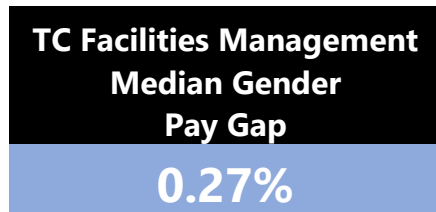
Paula Byrne
HR Transformation Director

Date: 04/04/2018

*The median figure is the middle point of a number set, in which half the numbers are above and half are below. The mean is the sum of all the numbers in the set, divided by the numbers in the set

Annual Gender Pay Gap Report

TC Facilities Management is required by law to publish an annual gender pay gap report. This is its' report for the snapshot date of 5 April 2017



Pay Distribution	Men	Women
Upper Quartile	65%	35%
Upper Middle Quartile	56%	44%
Lower Middle Quartile	53%	47%
Lower Quartile	51%	49%

