

# Gender Pay Gap Report

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2025

# Gender Pay Gap data

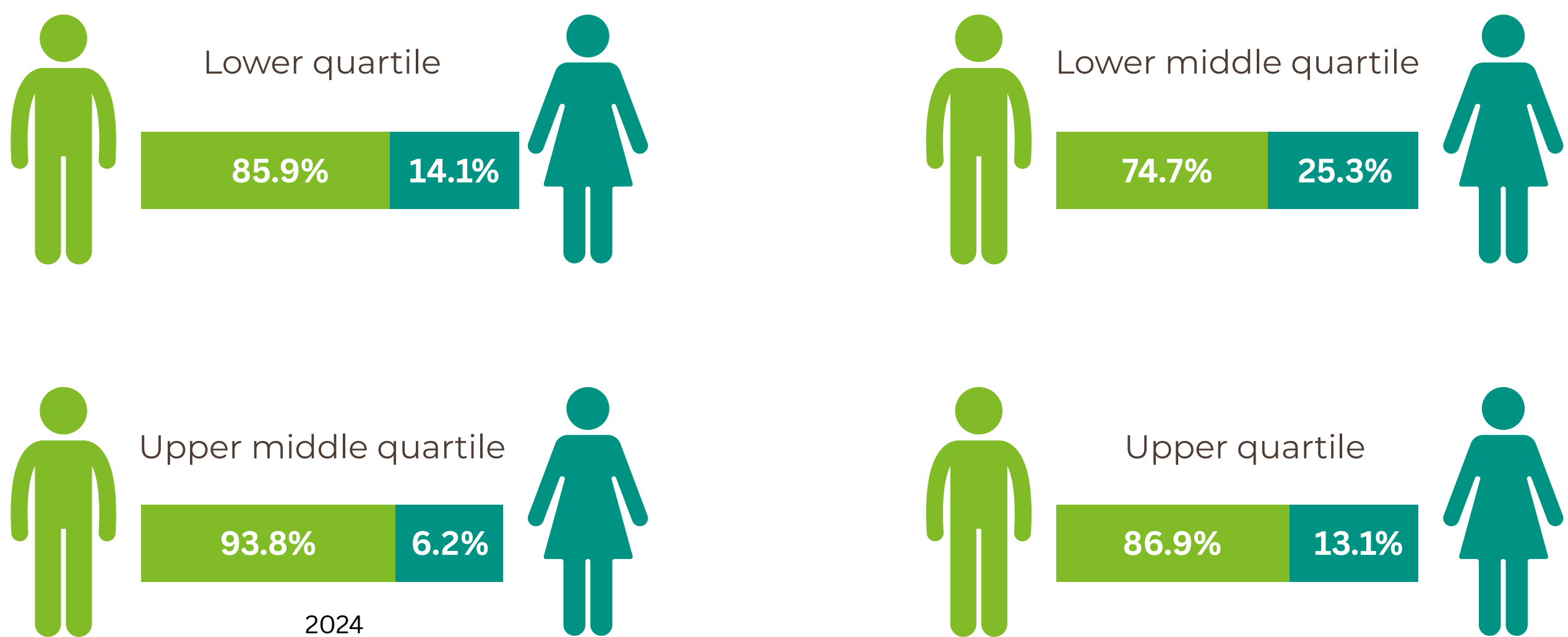
City Facilities Management Holdings (UK) Ltd

City FM (UK) Ltd provides FM services including maintenance, integrated systems, 24/7 helpdesk and energy management services across retail locations of one of the leading supermarkets in the UK.

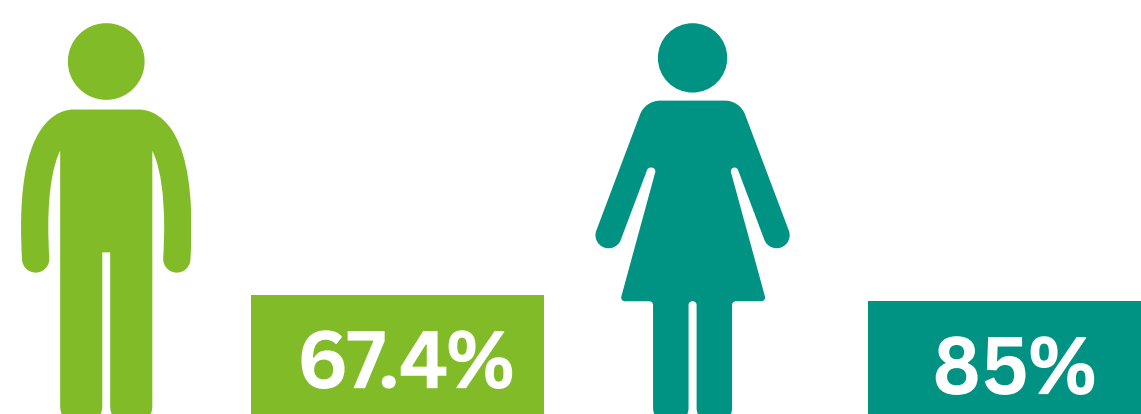
<b>Mean Gender Pay Gap</b>	<b>-1%</b>
<b>Median Gender Pay Gap</b>	<b>19.2%</b>
<b>Mean Bonus Pay Gap</b>	<b>-15.5</b>
<b>Median Bonus Pay Gap</b>	<b>0%</b>

## PAY QUARTILE HEADCOUNT GENDER %

This is the percentage of male and female employees in four quartile pay bands (dividing our workforce into four equal parts).



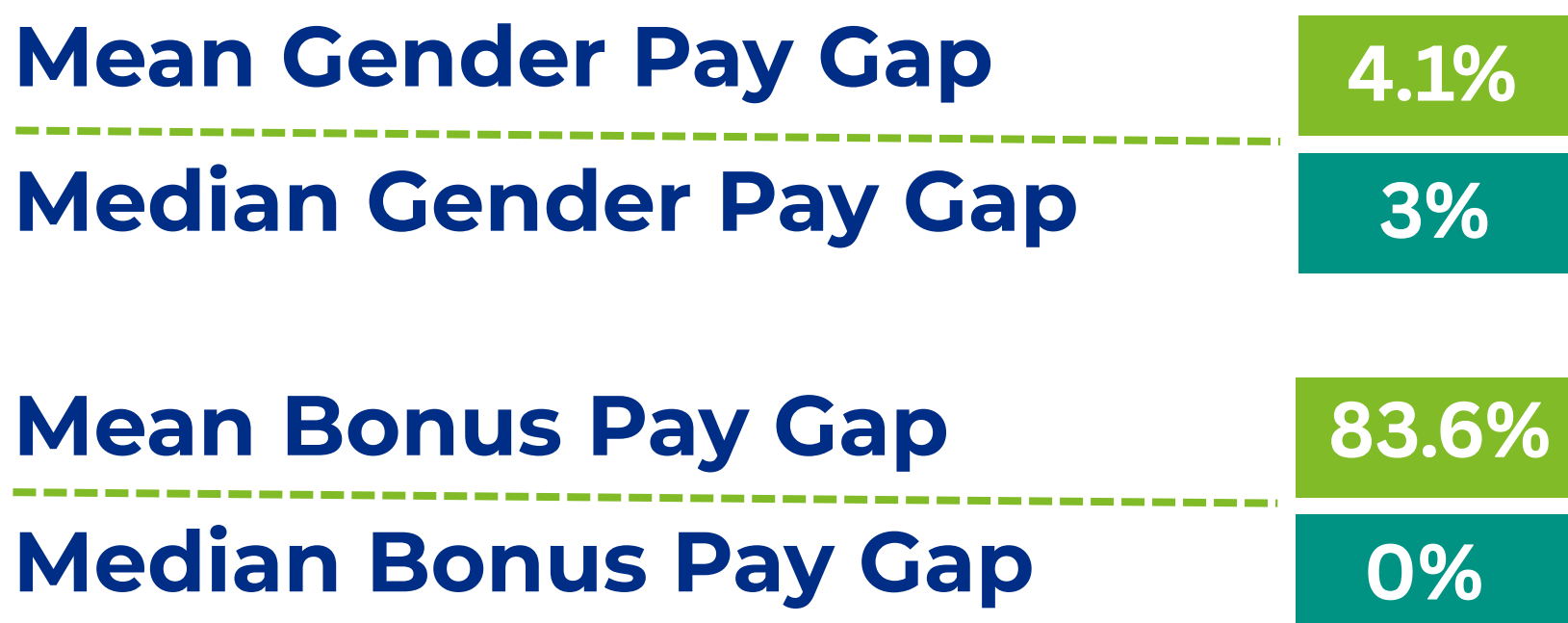
## COLLEAGUES RECEIVING A BONUS



# Gender Pay Gap data

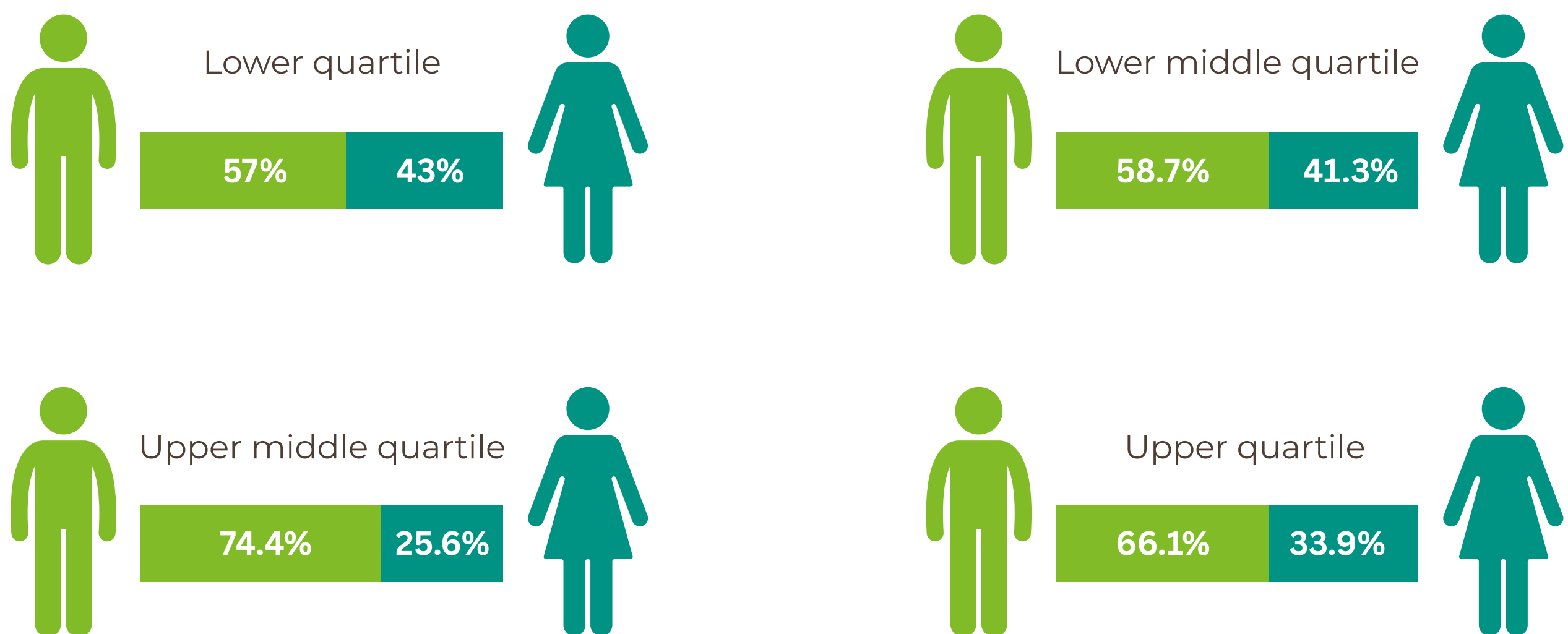
City Facilities Management (Distribution) Ltd

City Facilities Management (Distribution) provides dedicated FM and cleaning services across the distribution network of one of the UK's leading supermarkets.



## PAY QUARTILE HEADCOUNT GENDER %

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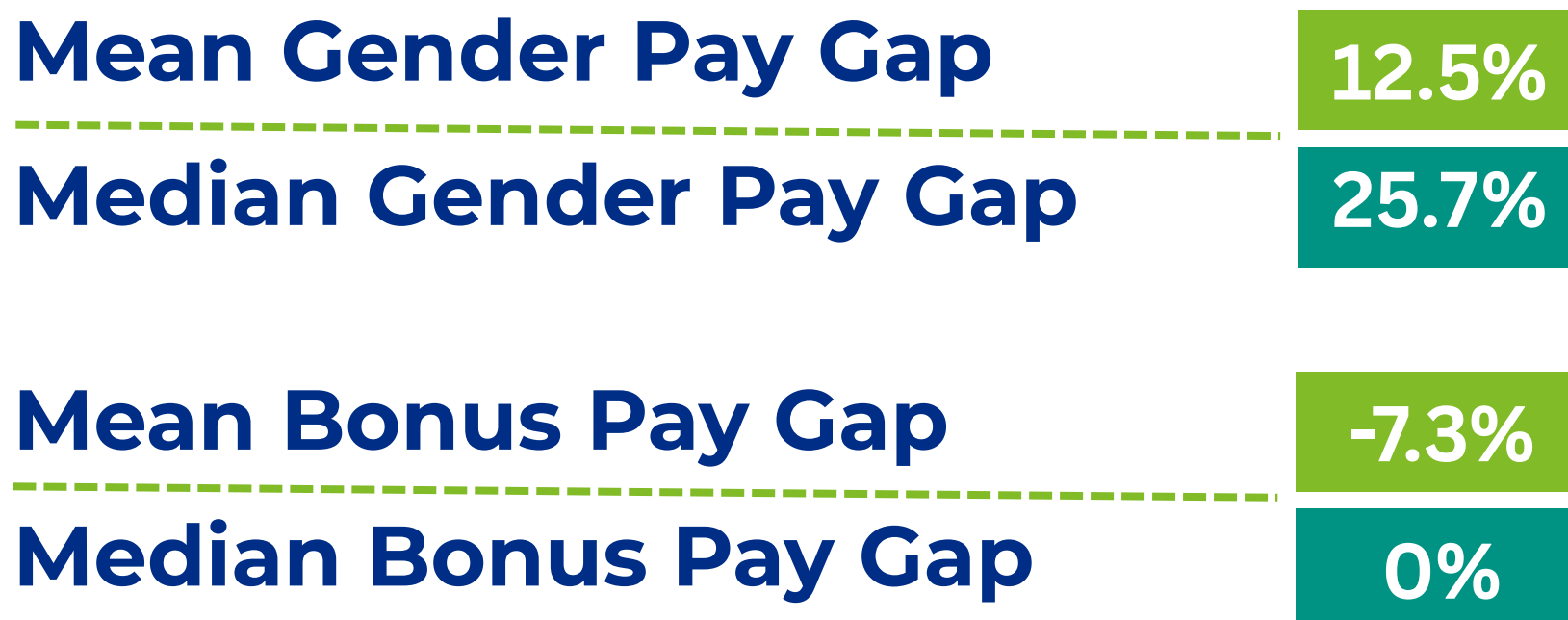
## COLLEAGUES RECEIVING A BONUS



# Gender Pay Gap data

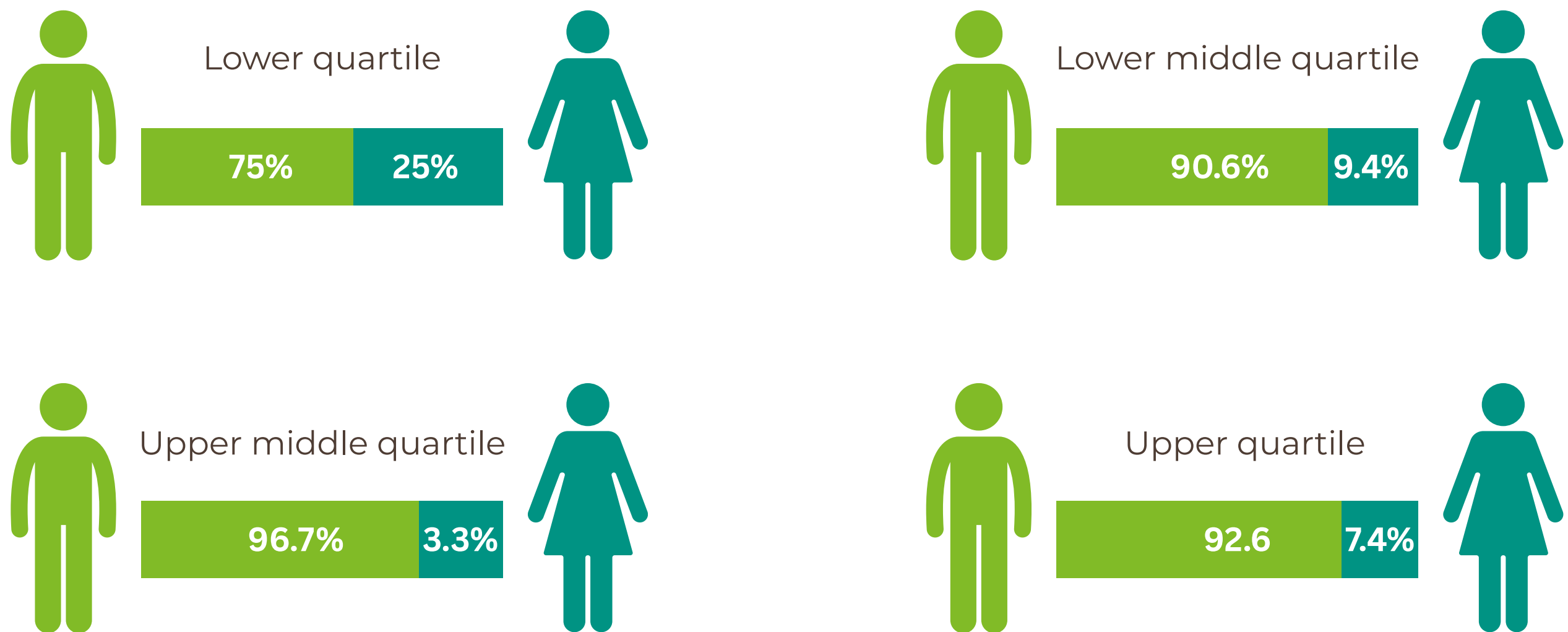
City FM Ltd

City FM Ltd provides multi-site FM services such as refrigeration, HVAC, electrical and building fabric maintenance throughout the UK to a variety of customers including retailers, hospitality, and forecourt operators.

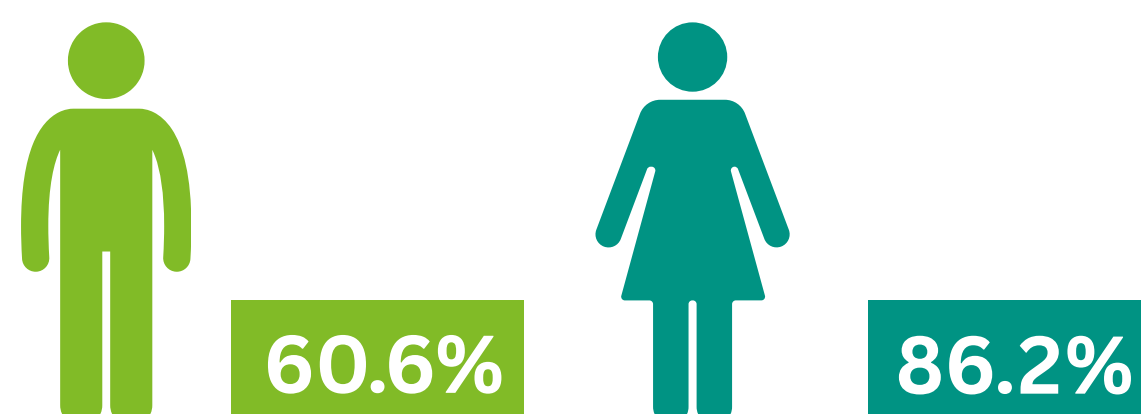


## PAY QUARTILE HEADCOUNT GENDER %

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## COLLEAGUES RECEIVING A BONUS



# Gender Pay Gap data

CBES Ltd

CBES provides a wide range of construction and engineering services. Our multi-disciplined capability allows us to provide our clients with a flexible and highly skilled approach, operating across six divisions: Refrigeration, Fire & Security, Mechanical & Electrical, Construction, Food Services, and Total Risk Solutions.

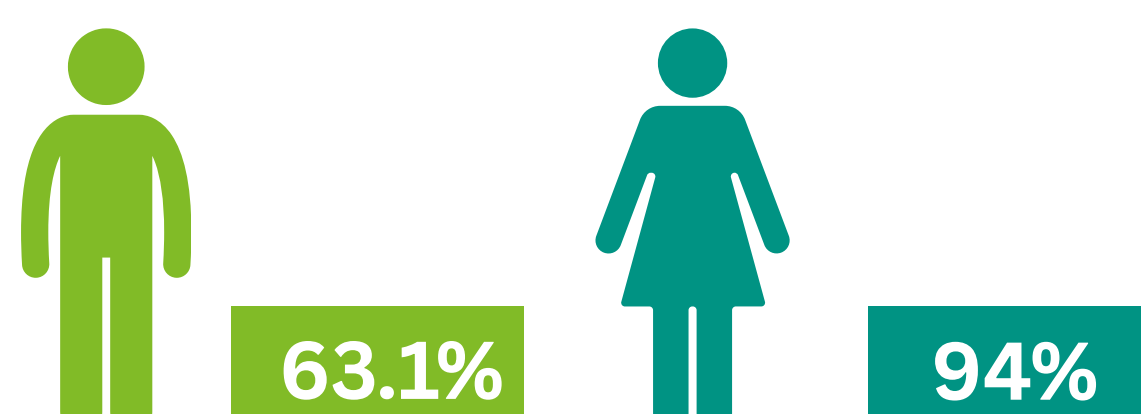
<b>Mean Gender Pay Gap</b>	<b>21.8%</b>
<b>Median Gender Pay Gap</b>	<b>22.8%</b>
<b>Mean Bonus Pay Gap</b>	<b>81.6%</b>
<b>Median Bonus Pay Gap</b>	<b>71.4%</b>

## PAY QUARTILE HEADCOUNT GENDER %

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## COLLEAGUES RECEIVING A BONUS



# Gender Pay Gap 2025

## **MEDIAN PAY GAP**

This represents the middle point of a population, if you lined up all of the men and all of the women the median gap is the difference between the hourly rate of pay for the female colleague in the middle compared to the hourly rate of the male colleague in the middle.

## **MEAN PAY GAP**

This represents the difference between the average hourly rate of pay for women compared to the hourly rate for men within the same business.

## **QUARTILES**

The regulations require us to split all of our paid colleagues into four equal quartiles in order to show the gender distribution for each quartile.

I can confirm that the data provide has been collated in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



**Lisa McPherson,**  
**Group People Director UK & Europe**