



Gender Pay Gap Report 2024/25

Apr 2025



Gender Pay Gap Report

From 2017 employers with 250 or more employees are required by the government to publish snapshot data on their gender pay gap in several ways.

In common with other businesses that operate within the FM services industry we employ a large number of female workers. We always aim to treat all our employees equally regardless of gender and this is reflected in our figures.

Ethos Facilities Limited are very proud of our relationship with our 500+ strong workforce and we lead the way in our industry with our commitment to career development and ongoing training. Ethos Facilities Limited is also fully committed to The Living Wage and we greatly value this principle. Ethos Facilities Limited are now a fully accredited Living Wage Employer

Ethos Facilities Limited Gender Pay Gap figures, in accordance with the requirement of the Equality Act 2010 (2017) as recorded on 5 April 2025 are as follows:

QUARTILE	FEMALE %	MALE %
Lower	67%	33%
Lower Middle	74%	26%
Upper Middle	61%	39%
Upper	35%	65%

This equates to an ordinary hourly Gender Pay Gap as follows:

GENDER ORDINARY PAY GAP	
MEAN	19%
MEDIAN	5.4%

% of Employees receiving bonuses:

FEMALE %	MALE %
0%	0%



Patrick Bryceland – Managing Director
Date: 5 April 2025

