

Gender Pay Gap Report 2023 – Johnson Cleaners (UK) Limited

Johnson Cleaners (UK) Limited (JUCK) employs 595 colleagues across the UK and is part of Timpson Group. At the heart of all of the businesses that make up Timpson Group, are our colleagues and their happiness. We work tirelessly in improving the happiness, diversity and inclusivity of our colleague population which aims to represent the diversity of the communities we serve.

We are committed to transparency and achieving gender equality at all levels. Reporting our gender pay gap is a crucial step in this journey. By analysing this data, we can identify areas for improvement and implement targeted measures to close the gap. This includes leveraging the Timpson Foundation's work in providing work-experience and career opportunities for both men and women into roles where our gender pay gap is most pronounced.

What is the Gender Pay Gap?

Our report on our gender pay and bonus pay gap follows the methodology set by the UK Government's Gender Pay Gap Regulations and compares the difference in the average hourly rates of pay between our male and female colleagues regardless of their roles from the newest colleagues to our most senior executives. It is based on a snapshot of 5th April 2023. Gender pay gap analysis is different from equal pay which is concerned with men and women receiving equal pay for the same or similar work of equal value, a principle that is followed throughout our business.

The regulations set out two ways to measure the gender pay and bonus gap

- 1. Mean pay and bonus gap** – where the difference is between the average hourly rate of pay for our female colleagues compared to the average hourly pay for our male colleagues across the company. This is arrived at by adding up the hourly rate of pay (or annual bonus) for our female colleagues and dividing this by the total number of female colleagues and doing the same for our male colleagues.
- 2. Median pay and bonus gap** – where the hourly rate of pay (or annual bonus) for our female colleagues, and then for our male colleagues, is listed from the highest paid to the lowest paid regardless of role. The median pay is the difference between the hourly rate of pay for the middle-listed female colleague and the hourly rate of pay for the middle-listed male colleague.

Our Results for 2023

Gender Pay and Bonus gap – the table below shows JCUK’s mean and median hourly gender pay gap as at 5th April 2023 and it also shows the bonus gap for the 12 months to 5th April 2023

	2023	2023	2022	2022
	Mean	Median	Mean	Median
JCUK Gender Pay & Bonus Gap				
Difference between men and women				
Gender Pay Gap	15.9%	7.3%	18.2%	9.6%
Gender Bonus Gap	36.4%	2.3%	35.3%	9.9%

The bonus and pay gap figures above show the difference between average hourly and bonus pay levels for our female colleagues in JCUK as defined by the regulations. The positive percentage figure shows the degree to which women earn on average less per hour than their male counterparts.

We've made progress in narrowing our gender pay and bonus pay gap. However, we acknowledge there's still work to be done. Currently, our senior support roles, which carry higher salaries, have a higher proportion of men. Conversely, women are well-represented across the lower, lower-middle, and upper-middle pay quartiles. We're committed to achieving equal pay for equal work and are actively developing initiatives to address this imbalance.

The statutory calculation does not allow for full-time equivalent normalisation and our mean gender bonus gap is influenced by there being more males in our senior support roles, men making up 21% of the JCUK colleague workforce. Whilst the mean and median bonus gap has improved though we recognise we have more work to do in this important area.

The table below shows the proportion of men and women who received a bonus.

Proportion of male and female colleagues receiving bonus pay

	2023
Female	95%
Male	96%

Pay quartiles – the next table shows the proportion of male colleagues and female colleagues across JCUK in four equally sized groups, with each quartile containing 140 colleagues, sorted by level of pay ranging from quartile 1, which shows the lowest paid colleagues to quartile 4, which includes the highest paid colleagues.

	Lower Quartile	Lower- middle Quartile	Upper middle Quartile	Upper Quartile
	2023	2023	2023	2023
Female	86%	86%	84%	62%
Male	14%	14%	16%	38%

Whilst JCUK employs far more females than males, we have improved the percentage of female representation in the top pay quartiles of our business.

Our view on our pay gap.

At Johnson Cleaners (UK) Limited, we foster a welcoming and inclusive environment for all colleagues. We are committed to ongoing initiatives that celebrate diversity and support the career advancement of women. This includes leveraging Project Kenwood, a Timpson Group program that provides valuable experience and growth opportunities for high-performing women.

Project Kenwood's insights are helping us refine career development programs for female colleagues and improve talent acquisition and succession planning. Additionally, our multi-million pound investment in training has unearthed exceptional female talent within JCUK.

Looking ahead, we're excited to leverage new technology to encourage voluntary disclosure of diversity information by colleagues. This will enhance data accuracy and inform inclusive decision-making.

I confirm that our data in this report is accurate.



Paresh Majithia
Finance Director