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Gender Pay Gap Reporting

Introduction

Any Employer with 250 or more employees on a specific date each year must report their gender pay gap data to show the difference in average hourly pay between their male and female employees. This report is based on the salary data for relevant employees employed by Ubico Limited on 5th April 2025, the “snapshot date”.

The regulations require that organisations publish the following information on the:

- [Gender pay gap data page on the Gov.uk website](#) and
- [Ubico's website](#)

Publishing is required by April 2026

This report covers all employees of Ubico including all permanent, fixed term and casual contracts, as set out in the ACAS Guidance, - “Managing Gender Pay Reporting”.

Employers must report the following data: -

- **Mean gender pay gap:** the percentage pay difference between the average mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees.
- **Median gender pay gap:** the percentage pay difference between the average median hourly rate of pay of male full pay relevant employees and that of female full-pay relevant employees.
- **Mean bonus gender pay gap:** The percentage difference between the average mean bonus pay paid to male relevant employees and that paid to female relevant employees.
- **Median bonus gender pay gap:** The percentage difference between the average median bonus pay paid to male relevant employees and that paid to female relevant employees.
- **The proportion by gender receiving a bonus:** - The proportions of male and female relevant employees who were paid bonus pay during the relevant period
- **The quartile pay bands:** The proportions of male and female full pay relevant employees in the lower, Lower middle, upper middle and upper quartile pay bands

Our Commitment to equal opportunities and treatment for all our employees

Ubico is committed to the principle of equal opportunities and equal treatment for all its employees. It has a clear policy of paying employees equally for the same or equivalent work,

regardless of their gender. Ubico operates a comprehensive job evaluation scheme to ensure that rates of pay are fair and based solely on the work being done.

Ubico is confident that its gender pay gap is not because they pay men and women differently for the same or equivalent work. Instead, the gender pay gap is because men and women work in different roles and these roles have different salaries.

Equal pay and the gender pay gap

The issue of equal pay and the gender pay gap are often confused. While the former concerns pay differences between individuals or groups performing the same or similar work, the gender pay gap is concerned with differences in the average earnings of men and women, regardless of their role or seniority. It is, therefore, a broader measure capturing not simply any equal pay issues within an organisation but also any pay inequalities resulting from differences in the sorts of jobs performed by men and women and the gender composition of the workforce by seniority.

Definition of pay

In accordance with the regulations, pay includes basic pay, paid leave, allowances, shift premiums and bonus pay. It **does not** include overtime, expenses, the value of any salary sacrifice schemes (the reduction of salary is included), benefits in kind, redundancy and severance payments.

The data set out in this report has been calculated using the standard methodologies and guidance of the Gender Pay Gap regulations.

April 2025 “Snapshot” Data

Ubico’s workforce by gender



91.3% of our workforce are male

871 members



8.7% of our workforce are female

83 members

Mean gender pay gap

The mean gender pay gap for Ubico is -16.25%

Comparison with other organisations

	Ubico	2025 whole economy	2025 Public Health
Mean Gender Pay Gap	-12.91%	12.8%	13.5%

The **ONS Annual Survey of Hours and Earnings (ASHE)** 2024 report states that the **whole economy Mean Gender Pay Gap is 12.8%** and for Public Health the Mean Gender Pay Gap is 13.5 %.

At -12.91% the mean gender pay gap for Ubico is significantly below the whole sample figure.

Ubico is confident that men and women are paid equally for doing equivalent jobs across the organisation. The gender pay gap is not a pay issue because the organisation has a job evaluation scheme that ensures that it is compliant with equal pay and the pay structure is gender neutral by design.

Performance

The table below shows progress over the last 5 years.

Year	Ubico mean gender pay gap (%)	Change from previous year (percentage points) (%)
2025	-12.91	+3.37
2024	-9.54	+1.07
2023	-8.47	-1.62
2022	-10.09	-5.81
2021	-15.9	-4.7

Median gender pay gap

The median gender pay gap for Ubico is -4.24%

Comparison with other organisations

	Ubico	2025 whole economy
Median Gender Pay Gap	- 3.36%	6.9%

The Median gender pay gap for the whole economy is 6.9%, the median pay gap for Ubico is below the whole economy.

This figure is also lower than last year. The median is more representative than the mean of typical pay differences, because it is less affected by a handful of considerably higher (or lower) salaries.

Performance

There has been progress against the Median Pay Gap with the gap reducing year on year over the last 5 years.

Year	Ubico Median Pay Gap (%)	Change from previous year (percentage points) (%)
2025	-3.36	+0.19
2024	-3.55	-2.63
2023	-6.18	-2.06
2022	-8.24	-2.16
2021	-10.4	2.00

Quartiles

What is a quartile?

A quartile is a pay bracket that represents a quarter of the company’s workforce; the quartiles are in ascending order by rates of pay. The chart below shows the split between male and female employees in each quartile from the lowest to the highest.

Proportion of men and women in each quartile of the Company’s pay structure

The table below shows our workforce divided into 4 equal-sized bands based on hourly pay rates. Band A includes the lowest paid 25% (lower Quartile) and Band D cover the highest paid 25% (the upper quartile).

Band	Description	Males	Females
Lower Quartile	Includes all employees whose standard hourly rate places them at or below the lower quartile	92.9% (222)	7.1% (17)
Lower Middle Quartile	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median	95.4% (227)	4.6% (11)
Upper Middle Quartile	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile	90.4% (216)	9.6% (23)
Upper Quartile	Includes all employees whose standard hourly rate places them above the upper quartile	86.6% (206)	13.4% (32)
All bands	All employees	91.3% (871)	8.7% (83)

What are the factors affecting some of the pay differences?

The negative gender pay gaps across the Company are mainly due to the structure of our workforce. Men and women are paid equally for doing equivalent jobs across our business, so the gaps are not indicative of equal pay issues within our organisation.

Environmental Services, Grounds Maintenance, Waste and Recycling industry employs predominantly male workers. Currently, 91.6% of our workforce is male.

How Ubico will work to close the gender pay gap

Ubico is committed to a policy of equality of opportunity in its employment, procedures and practices, ensuring they are and remain non-discriminatory and are compliant with current legislation.

To ensure that the jobs employees undertake are of equal value, in setting the pay levels Ubico undertakes job evaluation to determine the size of a job by following the nationally recognised job evaluation scheme. Evaluations are undertaken regularly for new jobs and as part of restructures where a job significantly changes.

Ubico's recruitment and selection processes support our commitment to offer internal promotion opportunities and help develop long-term careers for employees through creating a mobile, flexible, and agile workforce. All recruitment exercises will continue to be fair and open with a focus on diversity and inclusion, using social media and suitable advertising platforms to reach out to candidates

Ubico will advertise and offer (where appropriate) all jobs as having flexible working options, such as part-time work, remote working, job sharing or compressed hours and encourage senior leaders to role model working flexibly.

Ubico aims to support women returners to work following maternity/adoption leave in order to enable them to return to work and fit around their work life balance and offers shared parental leave that encourages male employees to also consider more time off for work life balance.

Signed



Dated: 31st March 2026

Brian Jarvis

Finance Director