



GENDER PAY GAP REPORT
2017-2018

Centralus
EMPLOYEE ENGAGEMENT CONSULTANCY

The new UK Gender Pay Gap Regulations of April 2017, require any organisation with 250 or more employees in the UK to report and publish their Gender Pay Gap and Gender Bonus Gap. The Gender Pay Gap is the difference between the average earnings of men and women, expressed relative to men's earnings. Companies also have to report the proportion of men and women receiving a bonus payment and the proportion of men and women in each pay quartile.

HERE AT CENTRALUS, AS WE STRIVE FOR EQUALITY OF OPPORTUNITY AND VALUE DIVERSITY, WE ARE APPLAUDING UK GOVERNMENT'S COMMITMENT TO INCLUSION AND FAIRNESS, ALL PART OF OUR CORE VALUES. WE ARE ALSO PROUD TO SEE THAT THE SAME VALUES ARE SHARED BY OUR CLIENTS.

“The Gender Pay Gap is a measure of the difference between the average hourly earnings of men and women and should not be confused with Unequal Pay, which is the unlawful practice of men and women not receiving equivalent remuneration for performing equivalent work.”

We have
7
legal entities
in the UK that employ over

250
people

The data we are required to report for each separate entity is detailed on the pages to follow.



LODGE SECURITY PAY LIMITED

> HOURLY PAY DIFFERENCE

| Mean | Median |
|-------------|-------------|
| 1.6% | 0.0% |

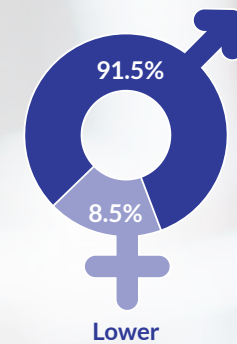
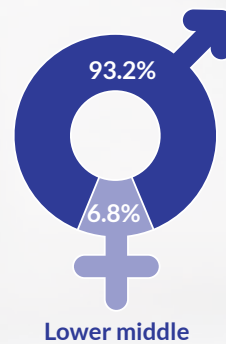
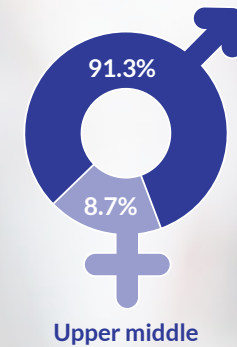
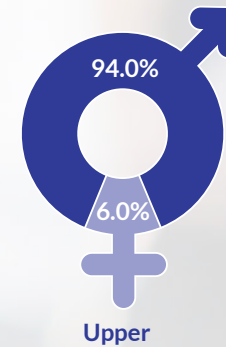
> BONUS PAYMENTS DIFFERENCE

| Mean | Median |
|--------------|--------------|
| 17.0% | 29.0% |

> PROPORTIONS RECEIVING BONUS PAYMENTS

| Men | Women |
|---------------|---------------|
| 100.0% | 100.0% |

The distribution between pay band quartiles calculated using the range of hourly pay rates



NWM PAY LIMITED

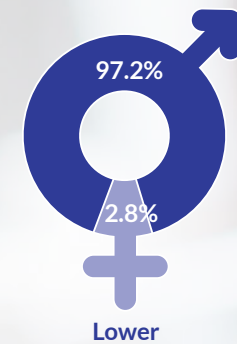
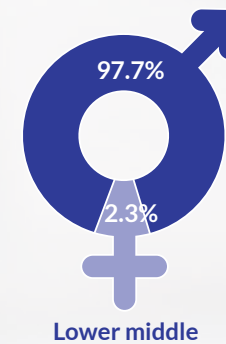
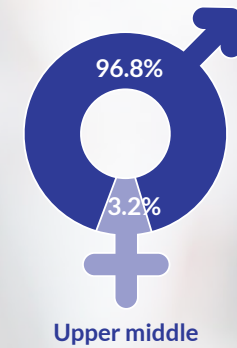
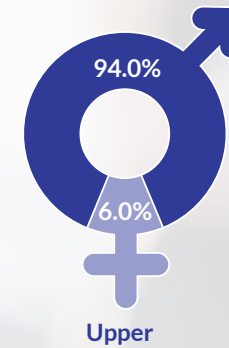


>  HOURLY PAY DIFFERENCE

| | Mean | Median |
|--|---------------|--------------|
| | -42.3% | 15.1% |

>  NO BONUSES WERE PAID

The distribution between pay band quartiles calculated using the range of hourly pay rates



NWM CONTRACTING PAY LIMITED

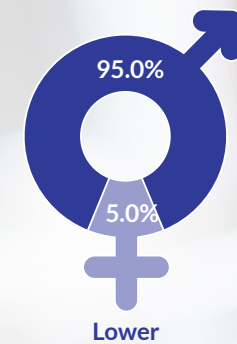
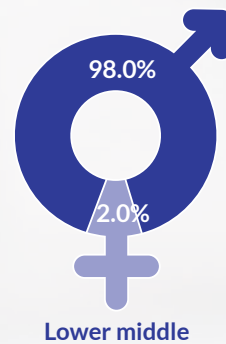
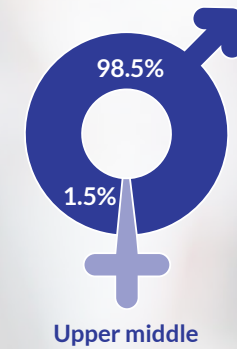
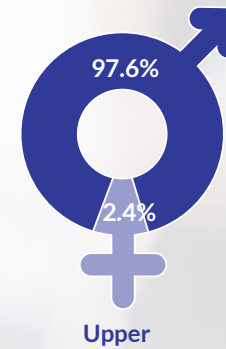


>  HOURLY PAY DIFFERENCE

| | Mean | Median |
|--|-------------|-------------|
| | 2.7% | 0.9% |

>  NO BONUSES WERE PAID

The distribution between pay band quartiles calculated using the range of hourly pay rates





STEP TEACHERS PAY LIMITED

> HOURLY PAY DIFFERENCE

| | Mean | Median |
|--|--------------|-------------|
| | 15.4% | 8.0% |

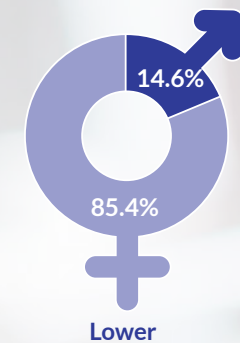
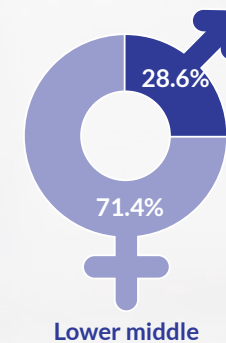
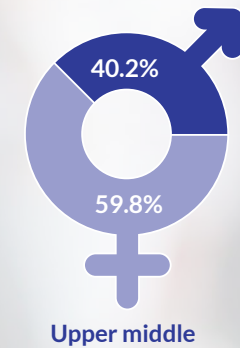
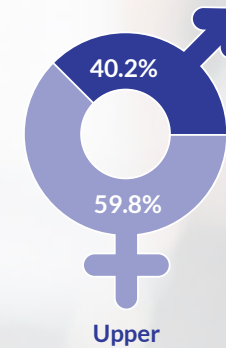
> BONUS PAYMENTS DIFFERENCE

| | Mean | Median |
|--|--------------|-------------|
| | 86.6% | 0.0% |

> PROPORTIONS RECEIVING BONUS PAYMENTS

| | Men | Women |
|--|--------------|-------------|
| | 12.9% | 2.2% |

The distribution between pay band quartiles calculated using the range of hourly pay rates



MAJOR RECRUITMENT PERSONNEL LIMITED

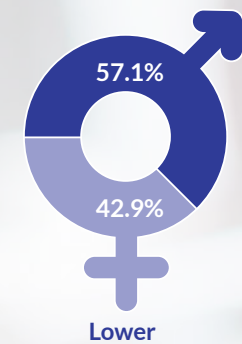
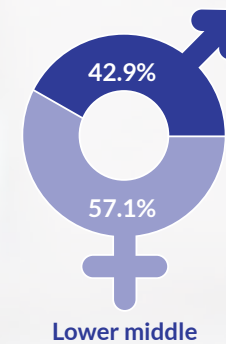
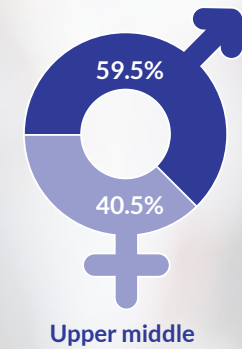
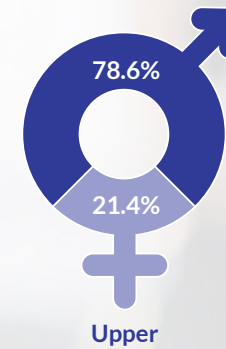


>  HOURLY PAY DIFFERENCE

| | Mean | Median |
|--|-------------|-------------|
| | 8.7% | 1.6% |

>  NO BONUSES WERE PAID

The distribution between pay band quartiles calculated using the range of hourly pay rates



BROOKNIGHT SECURITY PAY LIMITED

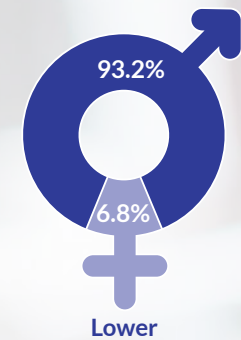
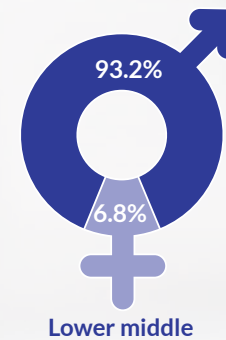
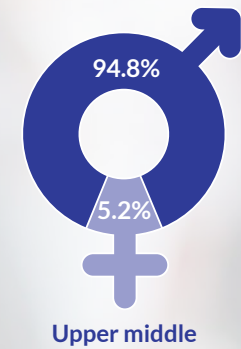
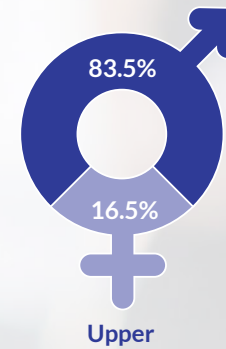


>  HOURLY PAY
DIFFERENCE

| | Mean | Median |
|--|---------------|--------------|
| | -22.4% | -1.5% |

>  NO BONUSES WERE PAID

The distribution between pay band quartiles calculated using the range of hourly pay rates



DARDAN SECURITY (PAYROLL) LIMITED



> HOURLY PAY DIFFERENCE

| Mean | Median |
|--------------|--------------|
| -6.0% | -2.4% |

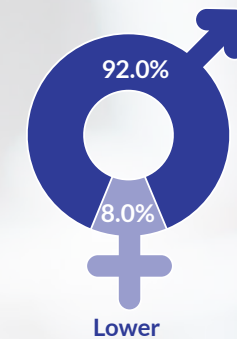
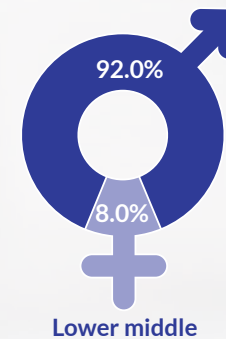
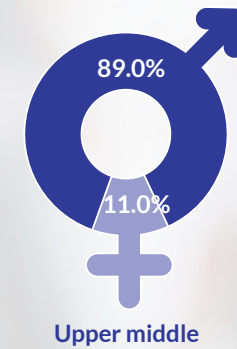
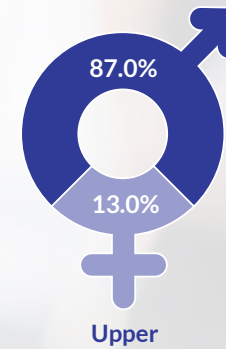
> BONUS PAYMENTS DIFFERENCE

| Mean | Median |
|---------------|-------------|
| -22.0% | 0.0% |

> PROPORTIONS RECEIVING BONUS PAYMENTS

| Men | Women |
|--------------|--------------|
| 21.4% | 22.5% |

The distribution between pay band quartiles calculated using the range of hourly pay rates



I confirm that the data and information presented in this report are accurate and meet the requirements of the UK Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Jonathan Michael Beckerlegge
Chairman of Centralus Group

Explanations for Gender Gap Report:

The mean gender pay gap is the difference between the average of men's and women's hourly rate pay.

The median gender pay gap is the difference between the midpoints in the ranges of men's and women's hourly rate pay.

The mean gender bonus gap is the difference between the average of men's and women's bonus pay.

The median gender bonus gap is the difference between the midpoints in the ranges of men's and women's bonus pay.

The bonus proportions are the proportions of men and women who received paid bonus pay during the 2017-2018 financial year.

The quartile pay bands measure the proportions of men and women in the lower, lower middle, upper middle and upper quartile pay bands.