

LIVING WAGE FACTSHEET

TIDY
GREEN
CLEAN
PROUDLY NET ZERO



“Living Wage is as business critical as achieving ISO 9001, 14001, and 45001. It’s our calling card.”

Registered Service Provider of the Living Wage Foundation

Tidy Green Clean is a Registered Service Provider of the Living Wage Foundation to ensure all our people are paid well, can have a career with us, and have working conditions that are fair and equitable.

Customers value our Living Wage Culture

Tidy Green Clean is able to share our Living Wage culture with our customers because there have been so many benefits, notably staff retention, customer response, and competitor activity.

Staff retention of 94-5% is exceptional for the commercial cleaning industry. Paying Living Wage means our customers receive a high level of consistent service, and high quality, committed staff, who are trained well, productive and reliable.

We’re now working towards Living Hours accreditation and will be among the first in Scotland to achieve this.

In terms of customer response, we encourage a Living Wage mindset. Many customers have seen the benefits of a well-rewarded team and are becoming Living Wage employers themselves.

We’re able to respond positively to tenders seeking Living Wage for new contracts and the uptake of our Living Wage contracts is growing, with at least 40% of our staff on Real Living Wage now.

Our People Buy into Our Culture

Our cleaners spread the word; we’re an employer of choice. Wonderfully, this encourages competitors to follow suit. Commercial cleaning in Scotland is starting to become a career, with good pay and decent hours, rather than just for pin money. This raises the standards, expectations and service delivery across the industry, and is highly desirable.

This means that by being a strong advocate for the Living Wage, our staff buy into our culture. They trust us on the other things – Standards and Environment – because they experience that we mean what we say about People. And this means that, as a fully accredited ISO9001, 14001, and 45001, business, they are as passionate about those things as we are.



Our business KPI is to see 100% of all staff on Living Wage by 2025.



Business sense for our customers and our people

We are focused on understanding our customers and employees, and how to be successful without that being at the expense of other people or the planet. Our values are People, Environment, Standards, and of course they all inter-relate because you can't do one without any of the others. The Living Wage is absolutely integral to all three.

- We guarantee a 30-hour week to our cleaners if they want it
- No zero-hour contracts at all
- Work schedules provided at least a week, if not a month, in advance.

Why Tidy Green Clean?

Our Tidy Green Clean Regional Directors are all franchisees of Tidy Green Clean, with our HQ in Aberdeen. We are the leading environmentally focused national franchise cleaning operation delivering healthy, hygienic environments everywhere.

We equip our Regional Directors with the knowledge, training and support to be successful business owners, making the business model unique within the facilities management industry. **We achieved ISO 9001; 14001; and 45001 in under three years** and a place in the top UK franchises. **We are also a Safe Contractor and Disability Confident employer.**

Rooted in green practices and technologies, Tidy Green Clean was the first commercial cleaning business in Scotland to achieve a Carbon Negative status via Carbon-Zero in 2021. The business is focused on understanding its customers and employees, and how to be successful without that being at the expense of other people or the planet; they are also Registered Service Providers of the **Living Wage Foundation.**



Our staff benefit – which means our customers do too!

We extend a range of staff benefits to all our employees, which helps promote loyalty, reliability, and productivity, that includes:

- A fair and equal pay policy.
- Staff benefits - healthcare, "employee of month"; training certification; free uniform.
- Clear managerial responsibility to nurture talent and fulfil potential; promoting equality of opportunity; opportunities for staff progression through leadership training.
- Multi-language training and development (Toolbox Talks).
- Flexible working and support for family friendly working.

Partner with us

If you want a commercial cleaning company to partner with you, to do the job we promise to, to make your place of work healthy and hygienic, then contact us today and let us tell you more.

