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Cleanology tops the tables for worker welfare

London-based Cleanology has beaten the industry's top names to the final of the European Cleaning and Hygiene awards. The company has been shortlisted in the Workforce category, which recognises excellence in employee relationships, training and diversity.

CEO Dominic Ponniah welcomed the news, saying: "At Cleanology we place the wellness, wellbeing, safety and opportunity of our workforce at the top of our agenda, so this award is particularly close to our hearts. To outclass competition from across Europe is a real vindication of our commitment to our staff."

As well as robust training procedures and opportunities for promotion – many of the company's managers and supervisors have risen from operative level – the 500-strong workforce benefits from a range of financial and inspirational rewards.

Quarterly appraisals and recognition help to maintain morale, while other initiatives range from the practical, such as a free counselling service, to discretionary perks such as birthday cakes and bubbles, and an extra 'holiday present' so that staff can take a day off on their birthday.

Employees come together for quarterly social events, while the annual Away Day has included an all-expenses paid weekend to destinations including Barcelona and Cannes; in 2017, the team enjoyed a trip to Italy.

All workers receive an annual Christmas bonus, while outstanding members of staff are rewarded quarterly with a prize of £100. The annual Cleaning Oscars award teams across a

range of categories including:

- Cleaner of the year
- Supervisor of the year
- Cleanest site of the year
- Best newcomer
- Cleanest restaurant of the year
- Cleanest office of the year
- Rising star of the year

While many managers arrive with BICSc training standards; those who do not are encouraged to work towards them. On arrival, each new member of staff undertakes a two-day induction session, which includes theory training and a training video available in English, Spanish and Polish. Practical, on-site training follows, and only staff with a valid certificate are permitted to work.

Cleanology is also a recognised service partner for the Living Wage Foundation, and offers bonuses based on criteria such as attendance, client satisfaction and quality of work. With staff coming from 34 countries, Cleanology actively encourages diversity through its clear Equal Opportunities Policy and operates a policy of zero tolerance for discrimination. This policy extends to all members of staff and contractors.

Ponniah concluded: "Any employer worth their salt will make sure that staff are safe, happy and valued at work. At Cleanology, we want to go the extra mile, and we have no doubt that satisfied staff also show greater commitment to the business. We will continue to do everything possible to make the Cleanology team as inclusive and nurturing as possible."

Ends



The Cleanology Team

For further information, please contact:

Carolyn Cross

Suzanne Howe Communications

Tel: +44 (0)2034 680923

Email: carolyn@suzannehowe.com

Twitter: [@suzannehowecomm](https://twitter.com/suzannehowecomm)

Web: www.suzannehowe.com

Notes for editors:

- Cleanology is a certified partner of the Living Wage Foundation, with a strong belief in paying above the minimum wage.
- It is accredited to ISO:14001; ISO:9001; it is approved by the Safe Contractor health and safety auditing system, and a 4* member (the highest level) of the Green Organisation for environmental innovation.
- The company works hard to ensure its activities are as environmentally friendly as possible. This includes:
 - operating vehicle fleets that run on hybrid and electric energy; minimising the use of chemicals;
 - using HEPA filters to reduce harmful particle emissions;
 - banning aerosols when cleaning;
 - encouraging the conservation of energy and water by using modern and more efficient technology;
 - recycling at Cleanology's offices, and supporting, assisting and advising clients in setting up and developing their own recycling systems.