



CLEAN Linen Services Limited ('CLEAN')

Gender Pay Gap Report

CLEAN is required to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, as we employ over 250 people.

Gender Pay Reporting requires our organisation to make calculations as set out in the legislation and guidance material. The following report is provided by using our existing HR and payroll records for the 2017 relevant pay period (i.e. April 2016 to April 2017) and requirements as detailed in the ACAS 'Managing Gender Pay Reporting' Guidelines.

CLEAN Gender Pay Gap Data

As a consequence of this legislation and guidance, we provide the following information as our Gender Pay Gap report: -

Difference in the hourly rate of pay (mean): 20.5%

Difference in hourly rate of pay (median) 0%

Difference in bonus pay (mean) 52.5%

Difference in bonus pay (median) 44.0%

Percentage of employees who receive bonus pay:

a. Males who receive bonus pay 2.5%

b. Females who receive bonus pay 1.5%

Company Background

CLEAN is a commercial laundry company providing linen and workwear rental services, predominantly to the hospitality sector. We currently have a Head Office and seven commercial laundry sites employing ~1,450 people. Our Head Office accounts for 6% of our

employees, with 94% working at the sites. We are an equal opportunities employer, throughout all facets of our business.

Gender Pay Gap

The data provided in CLEAN's Gender Pay Gap Report illustrates our mean and median hourly pay and bonus gap. In the mean we have a difference of 20.5% which is only slightly higher than the UK average of 18.1%. At the median level there is no gap and pay is entirely comparable. Although there is clearly a gap in the mean hourly rate, we pay men and women equally for doing the same or similar roles.

Our gender split across the key employee groups throughout CLEAN is as follows:

| | |
|-------------|----------------------|
| Head Office | 48% male; 52% female |
| Transport | 97% male; 3% female |
| Engineering | 100% male; 0% female |
| Production | 52% male; 48% female |

CLEAN takes the issues of equal pay and pay gaps very seriously and we are committed to continually taking steps to ensure equality in pay and terms between employees.



Jason Miller
Chief Executive Officer
CLEAN



Sarah Cooper
Chief People Officer
CLEAN

January 2018