

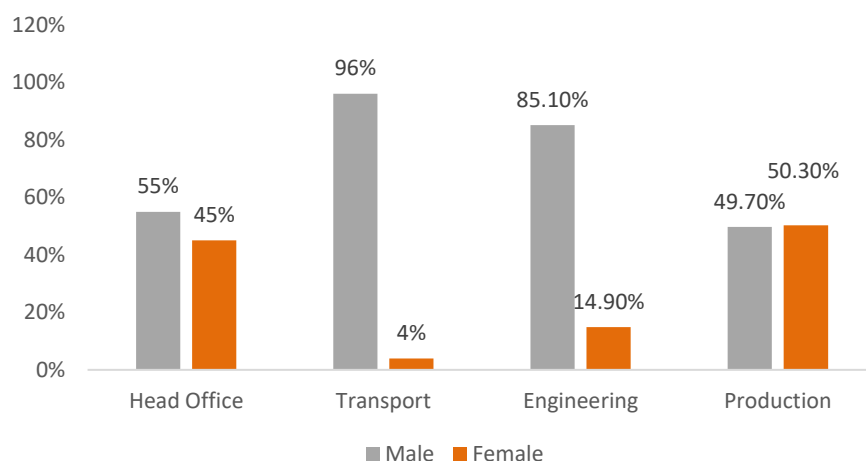
Gender Pay Gap Report

Our data was submitted to the appropriate Government website in April 2019.

We have a legal duty to review data for the 'snap shot date' of 5 April 2018, this means that the below information refers to all 1,332 employees working for CLEAN on that date, whether they were based at one of our 7 sites or Head Office.

CLEAN takes the issues of equal pay very seriously and, wherever there is a difference in pay between genders, senior managers are tasked in taking steps to ensure full equality between employees.

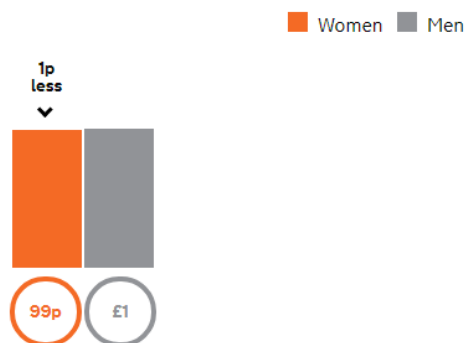
Gender split by category:



The above graph shows that generally speaking, there are equal number of males and females employed at both Head Office and within Production at our Sites.

Where there is an imbalance is within Transport (primarily our Drivers) and Engineering. Whilst we acknowledge the lack of females that we employ in these two categories, we reflect that this is representative of these careers throughout the country; however, we will not rest on our laurels and we will look at our recruitment and development processes to see if there is anything we should do differently, going forward.

Hourly wages pay gap



When comparing the median¹ hourly wage for all 1,322 employees (employed on 5 April 2018), women earned 99p for every £1 that men earned, however all men and women were paid the same for carrying out the same or similar jobs, the variance comes because there are more men employed in our senior roles, than women.

Nationally, companies have reported a median pay gap of 9.6% whereas CLEAN's difference is 1.2%.

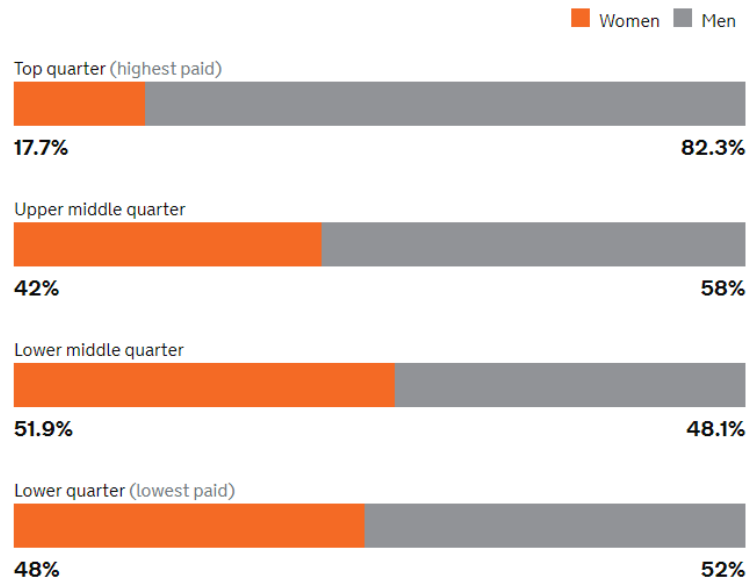
The same reason is the cause that in CLEAN, women's mean² hourly wage is 22.4% lower for women, than men, which can be seen in the below chart identifying the number of women in each pay quarter.

¹ The median pay gap is calculated by comparing the difference in pay between the middle-ranking woman and middle-ranking man.

² The mean is calculated by adding all men's hourly wage rate and dividing by the number of men, the same is calculated for all women and then the difference between the two is calculated.

Proportion of women in each pay quarter

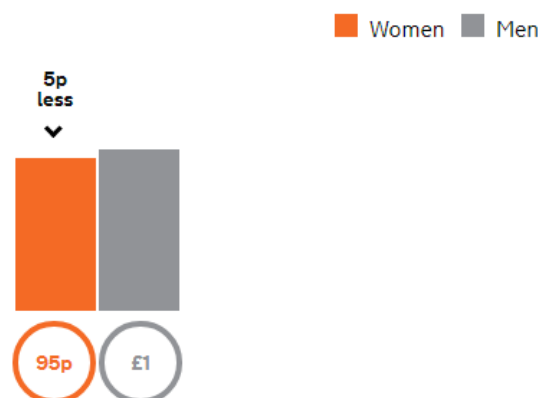
To calculate the number of men and women in each pay quarter, we listed all employees in order of their hourly pay, we then split the list in 4 equal parts and counted how many were men, in each quarter.



By and large, at CLEAN, there are equal numbers of men and women in the upper middle, lower middle and lower quarters of employees. It is clear from the above that there are considerably fewer women employed in our higher wage quarter and, once again, CLEAN will consider if there is any action that should be taken within our recruitment and development processes to change this imbalance, going forward. We will, of course, only ever employ the *right* person for the job, regardless of gender, and often there is a disparity on the gender of applicants for some roles, but we will always question ourselves to ensure that we have best practise.

Bonus pay gap

As part of our required Gender Pay Gap Reporting, we must show the difference in median bonuses paid to our men and women and to compare the mean bonus pay for men and women, also.



So, of those men and women who received a bonus payment in the year ending 5 April 2018, the middle-ranking man was paid 5.3% more than the middle-ranking female. 1.7% of female employees in the company received a bonus, compared to 2.6% of male employees, but the average man's bonus was 65.5% greater than the average woman's bonus, again, this is caused because of the fact that there are more men employed in the upper pay quarter.

Queries regarding our Gender Pay Gap Reporting should be addressed to HR@CleanServices.co.uk