

**CLEAN Linen Services Limited ('CLEAN')**

Gender Pay Gap Report - snapshot date 5 April 2021

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

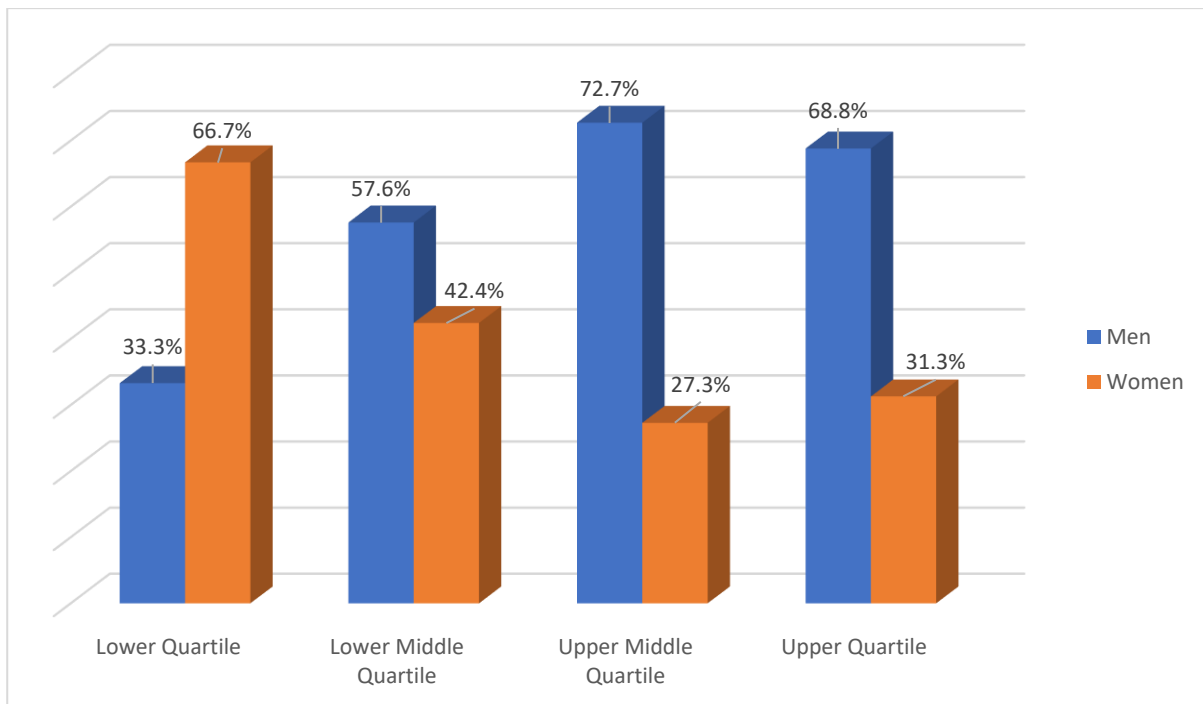
*Gender Pay Gap Reporting requires CLEAN to make calculations as set out in the legislation and guidance material. The following report is provided for the 'snapshot date' of 5 April 2021 (for the year 6 April 2020 – 5 April 2021).*

The rules of the Gender Pay Gap Report mean that any employee on furlough leave, maternity leave or sick leave on the snapshot date are not included in the 'full pay relevant employees' data, which is used to produce most of this report. On the snapshot date, we employed 649 employees, however only 131 of these were 'full pay relevant employees'.

Pay difference per quartile

By ranking our full pay relevant employees (131 of them) by the hourly pay that they receive and then splitting that list in 4 (each quartile) we are able to see how many men and women are in each group.

We are aware that this data doesn't reflect the normal size of our workforce, however we acknowledge that the number of women in the upper quartiles does not reflect our ambitions of equality. To this end we have introduced various development opportunities to encourage succession planning of our female employees.



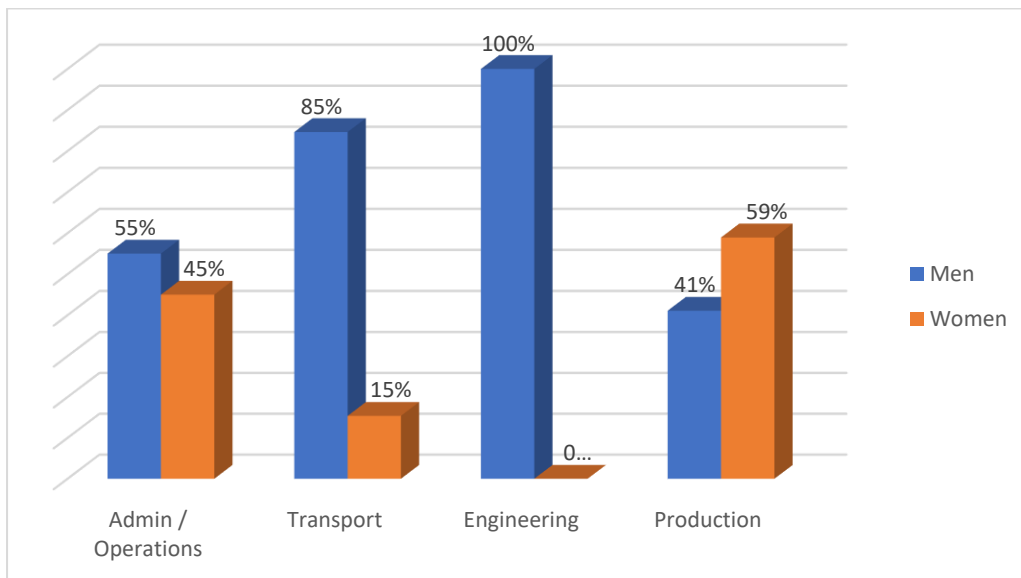
## Gender Pay Gap

Note:

- Data marked as the 'median' refers to the man or woman in the centre of a list of hourly paid employees, ordered from highest to lowest paid.
- Data marked as 'mean', is the result of adding up all the data for men or women and dividing it by how many were in the list, so it's the 'average'.

Difference in the hourly rate of pay (mean)	29%
Difference in hourly rate of pay (median)	25.9%
Difference in bonus pay (mean)	53.5%
Difference in bonus pay (median)	87.2%
Percentage of employees who receive bonus pay:	
a. Males who receive bonus pay	4%
b. Females who receive bonus pay	4%

## Gender Split by Category of Skill



CLEAN has entered 2022 with optimism and in the realisation that the legacy of COVID will continue to impact us and our gender pay gap for some time. As we move forwards, we are both excited and determined to work with our workforce proactively to create initiatives to balance the opportunities available to both women and men.

Myra Tourick  
Chief People Officer

March 2022