

CLEAN Linen Services Limited - Gender Pay Gap Report 2025

Snapshot date: 5 April 2025

Introduction

This report sets out CLEAN Linen Services Limited’s gender pay gap figures for the snapshot date of 5 April 2025. It builds on our previous reports and reflects our ongoing commitment to fairness, transparency, and equal opportunities for all colleagues.

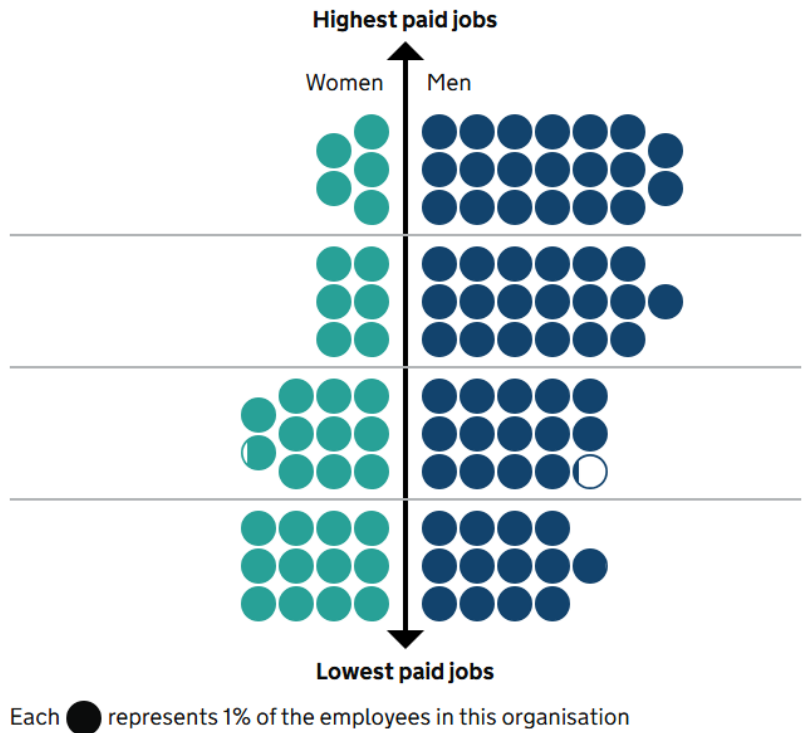
A gender pay gap measures the difference in average pay between men and women across an organisation. It is distinct from equal pay, which relates to men and women being paid the same for the same or equivalent work. We are confident that we meet our equal pay obligations.

On the snapshot date, we employed 804 full-pay employees.

Pay gap, by quartile

In this organisation, women made up:

- 19.9% of employees in the upper hourly pay quarter (highest paid jobs)
- 23.9% of employees in the upper middle hourly pay quarter
- 43.3% of employees in the lower middle hourly pay quarter
- 48.3% of employees in the lower hourly pay quarter (lowest paid jobs)



Bonus Pay

In this organisation:

- women's median bonus pay was 63.72% lower than men's – this means they earned 36p for every £1 that men earn when comparing median bonus pay



- women's mean (average) bonus pay was 32.34% lower than men's
- 15.7% of women and 38.2% of men received bonus pay

This reflects the distribution of roles within the business, with a higher proportion of men in senior or operational positions where bonus schemes are more prevalent.

Understanding Our Gender Pay Gap

We are confident that our gender pay gap does not arise from unequal pay for equal work. Men and women performing the same or equivalent roles are paid equally.

The primary driver of our gender pay gap is the distribution of roles across the organisation:

- Men are more likely to hold senior management and higher-paid operational roles
- Certain functions—particularly technical and transport-related roles, remain male-dominated
- Women are more strongly represented in lower and mid-pay quartiles

This mirrors wider trends across the UK economy, particularly in industries similar to ours.

Myra Tourick
Chief People Officer April 2026