

GENDER PAY GAP

Apleona UK Limited remains strongly committed to supporting the principles of equality and diversity in the workplace, as we continue our pledge to ensuring gender balance through an inclusive and engaging culture.

Our 2022 priorities continued to be focussed around inclusion and wellbeing, increasing the availability of flexible benefits for all and ongoing investment in succession and the development of talent.

Our overall headcount reduced by 22.9%, with our gender balance now 45.25% female compared to 55.75% male, this has also widened our gender pay gap by 5.19%.

Bonus payments paid to both male and female employees increased compared to the last reporting period with a 98% increase in males receiving a bonus and for the females – an increase of 73%.

The median bonus pay gap has shifted quite significantly from last year which was -29.34% in 2021, to 2022 being -160.87%. The mean bonus pay gap has decreased massively by -76% to 9.91% from last year at 40.63%. Despite more males receiving bonuses, the values of a number of these bonuses are much smaller.

Operating in the service orientated business, we find that either gender can be under or over represented in certain roles. For example, technical based roles and project management roles tend to generally be filled by male employees which are higher paid roles than our cleaning or administrative functions which have a higher number of females, who also work on a part-time basis.

Of all the roles in the business, our cleaning operative positions remain female dominated, seeing a 12.14% increase in the reporting period equating to 72.89%. Significantly more female colleagues (54.18%) are working part time across all roles compared to males (14.2%).

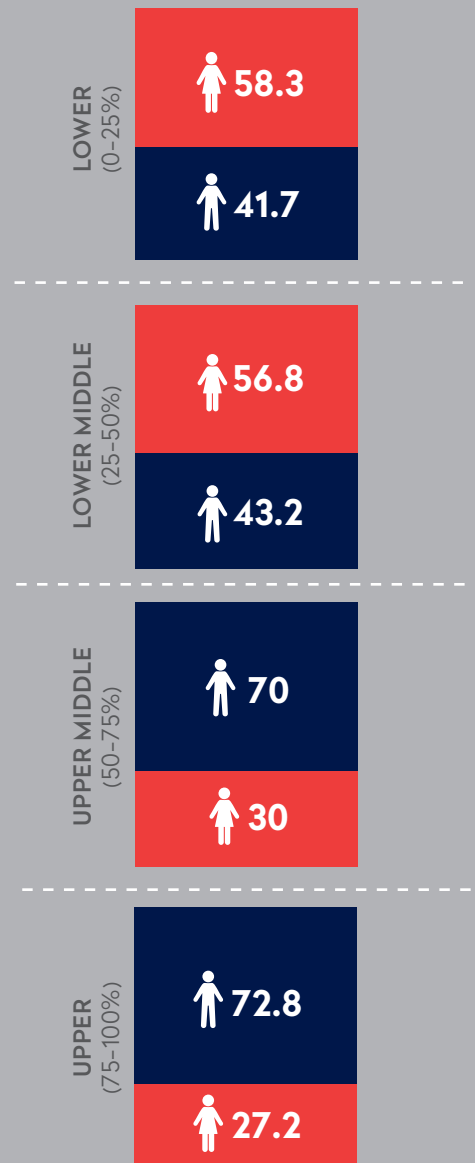
Females in management positions has decreased by 36% to 21%, however we remain committed to equality of opportunity, regardless of gender. More employees are encouraged to develop and realise their potential through our bespoke Talent and Management Programmes. In addition, during 2022, having focussed on driving more in the way of learning and development, we enrolled 13 employees on apprenticeships of which 8 were females and 5 males, compared to 1 female and 15 males in 2021.

Realising Potential.

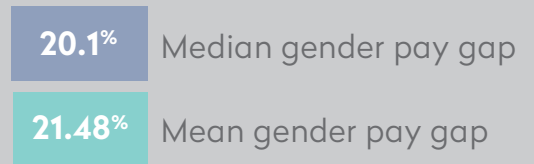
2022 STATISTICS



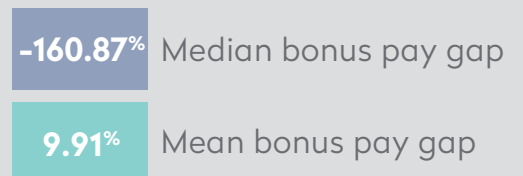
PAY QUARTILE HEADCOUNT GENDER %



HOURLY RATE GENDER PAY GAP



COLLEAGUES RECEIVING A BONUS



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