

## **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 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 2020 (for the year 6 April 2019 – 5 April 2020).*

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Even before Covid 19, CLEAN had begun a culture transition in our organisation. With a new CEO and a refocused Senior Leadership Team (Kevin Godley took up the role of CEO in July 2019), a conscious decision was made to focus on our customers and colleagues

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Covid19 dramatically affected many of our customers, which had a material impact on CLEAN. However, throughout this difficult period, we have been committed to our loyal customers and employees supporting them wherever we were able and focusing on longer-term relationships.

On the 'snapshot date' of 5 April 2020, we had over 1,000 employees on the Coronavirus Job Retention Scheme (furlough leave) leaving only C20% of our employees working on this date. Due to Government rules, those employees on furlough leave are not included in the below statistics (other than bonus reporting). which has considerably influenced the data.

## CLEAN Gender Pay Gap Data

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)	31%
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Difference in hourly rate of pay (median)	27.7%
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Difference in bonus pay (mean)	57%
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Difference in bonus pay (median)	-2%
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Percentage of employees who receive bonus pay:

a. Males who receive bonus pay	11.9%
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b. Females who receive bonus pay	13%
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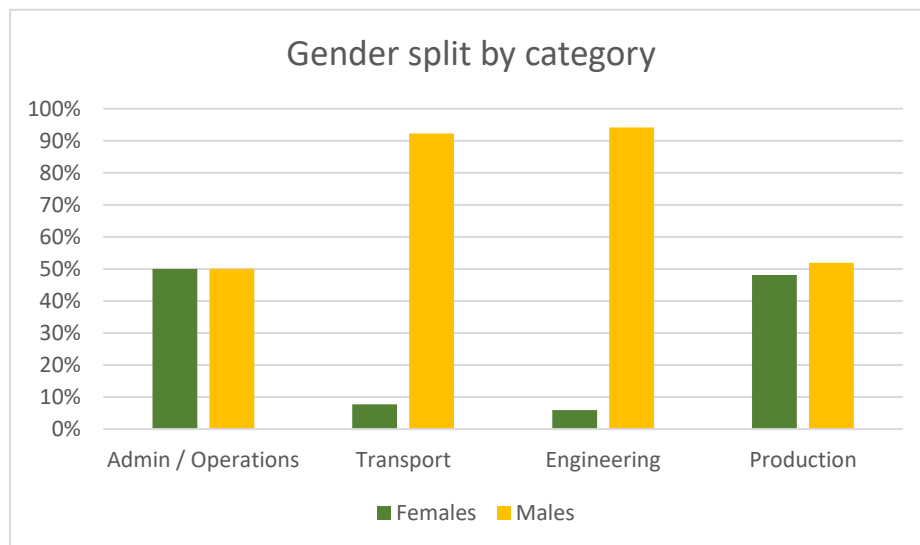
Pay difference per quartile (we are obliged to rank all employees by hourly pay and then split that list into quarters reporting on the percentage of male/female employees in each quarter)

a. Lower quartile	
Male	49.2%
Female	50.8%

b. Lower Middle Quartile	
Male	58.1%
Female	41.9%

c. Upper Middle Quartile	
Male	67.7%
Female	32.3%

d. Upper Quartile	
Male	87.1%
Female	12.9%



We will continue to treat our colleagues equally, with consideration to their ability. Whilst our Gender Pay Gap figures have been affected by the pandemic, there is also an imbalance of men/women employed, especially in more senior roles and those sectors historically driven by men, that is Transport and Engineering. We will make a concerted effort to increase the number of female employees in various sectors of our workforce, however we know that there are no quick fixes; Our focus will be to encourage a higher proportion of female applicants and an awareness of the support we offer to all employees for development and promotion opportunities.

Myra Tourick  
Chief People Officer

September 2021