

CLEAN Linen Services Limited Gender Pay Gap 2024 Report

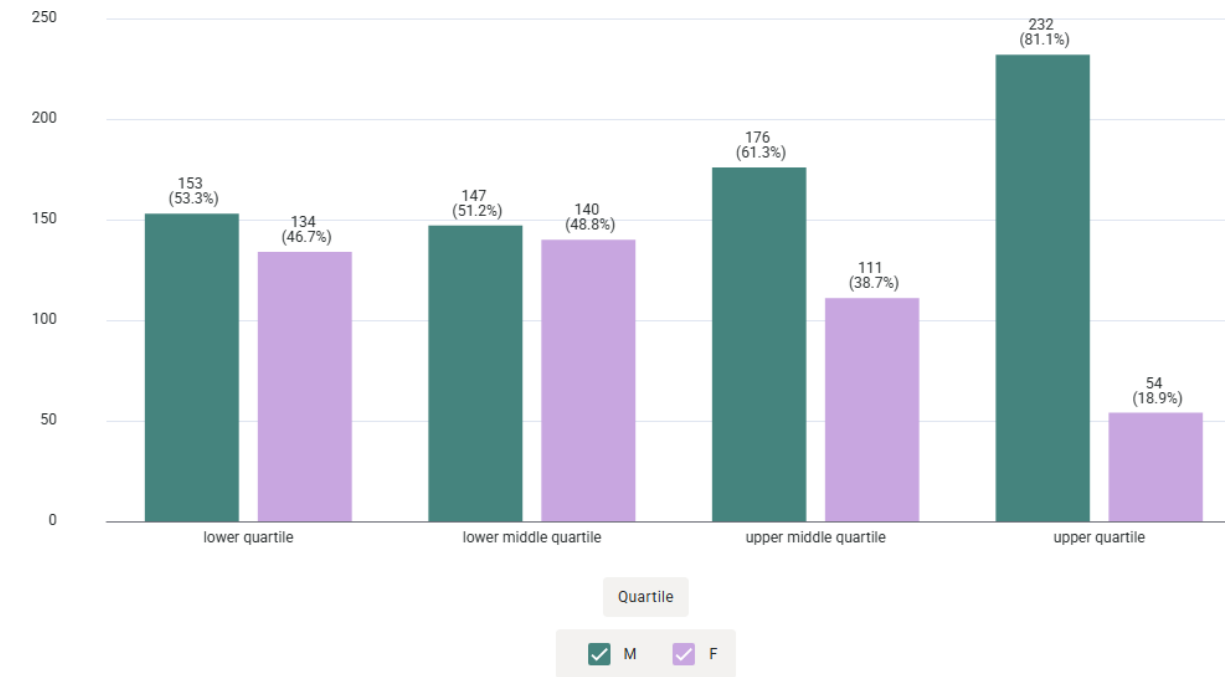
This is our annual gender pay gap report for the snapshot date of 5 April 2023.

Headcount, by quartile.

A quartile is one of four equally sized groups created when you divide a selection of numbers (in this case, hourly pay rate) that are in ascending order into four. The "lower quartile" is the lowest-paid group. The "upper quartile" is the highest-paid group.

On the snapshot date, we employed 1,147 full-pay employees.

Pay gap, by quartile



The ‘mean’ gender pay gap (average pay) for each quartile is:

Quartile	Mean pay for men	Mean pay for women	Pay gap (mean)
Lower quartile	£11.44	£11.31	1.11%
Lower middle quartile	£12.09	£12.06	0.21%
Upper middle quartile	£15.97	£15.33	2.77%
Upper quartile	£36.09	£29.04	19.53%

Why do we have a gender pay gap?

Legally, men and women must receive equal pay for:

- the same or broadly similar work;
- work rated as equivalent under a job evaluation scheme; or
- work of equal value.

We are committed to providing equal opportunities and fair treatment for all employees, regardless of sex, race, religion or belief, age, marital or civil partnership status, pregnancy or maternity, sexual orientation, gender reassignment, or disability. Our policies and practices ensure that employees receive equal pay for the same or equivalent work, irrespective of gender or any other characteristic.

We are confident that our gender pay gap is not due to paying men and women differently for the same or equivalent work. Instead, the gap exists because men and women tend to work in different roles, and these roles attract different salary levels.

Across the UK economy, men are more likely to hold senior positions, particularly at the highest levels of organisations. Men are also more likely to be employed in technical and transport-related roles, which typically offer higher salaries than some other positions.

This wider trend is reflected within our organisation, where the majority of line managers and senior managers are men.

The table above illustrates our workforce divided into four equal quartiles based on hourly pay rates. In the absence of a gender pay gap, we would expect an equal distribution of men and women across all quartiles.

In terms of bonus pay, 35.43% of male employees received a bonus, compared to 16.28% of female employees.

Myra Tourick

Chief People Officer April 2025