



GENDER PAY REPORT 2025

Snapshot Date: 5 April 2024

Overview

Difference between Male and Female Pay

The eight Gender Pay report for Micronclean Ltd reveals that Women receive less than men by 17% on the Mean and 5.1% on the Median for hourly pay.

	2018	2019	2020	2021	2022	2023	2024	2025
Mean Pay Gap	15.4%	16.3%	17.0%	19.6%	14.5%	16.6%	16.0%	17.0%
Median Pay Gap	7%	6.2%	6.3%	10.0%	5.2%	5.7%	8.1%	5.1%

Overall Headcount

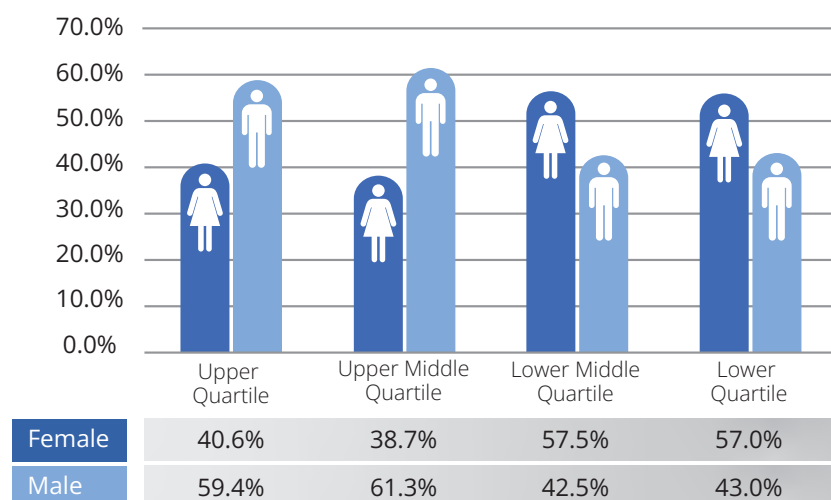
Under the methodology required under the Gender Pay Gap reporting regulations, Micronclean Ltd employed 206 females and 219 males at the snapshot date.

Micronclean Ltd continues to recognise the benefit of diversity in the workplace.

	2018	2019	2020	2021	2022	2023	2024	2025
Female	49%	50%	50%	48%	47%	48%	49%	48%
Male	51%	50%	50%	52%	53%	52%	51%	52%

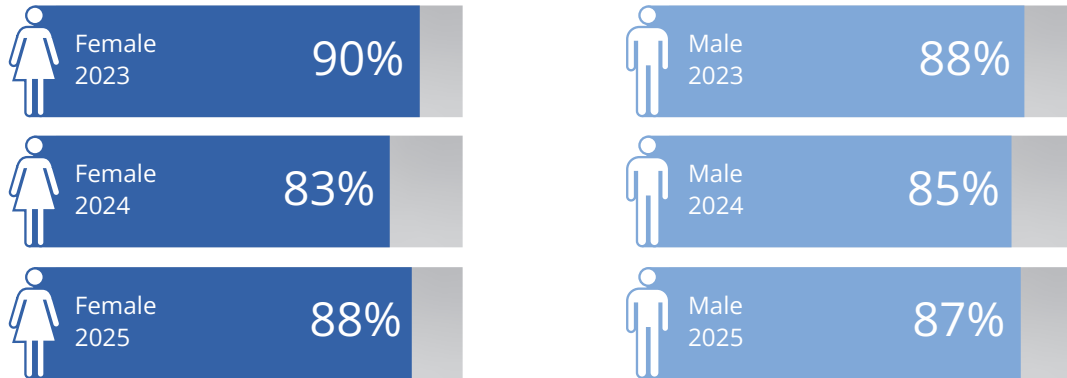
Gender Pay Quartiles

The profile of employees by quartile has the number of Women exceeding Men in the Lower Middle and Lower Quartiles. Micronclean Ltd continues to attract and recruit females to senior roles.



Difference between Male and Female Bonuses

Under the 'Relevant Employee' determination used under the Gender Pay Gap reporting regulations, Micronclean Ltd paid bonuses to 88% of its female and 87% of its male employees.



The 2025 Gender Pay Report shows a significant improvement in the Mean and Median Pay Gap for Bonuses. This was driven by the gender profile of our Board of Directors and Senior Managers improving. In the reporting period the company continued to offer a bonus scheme to all of its employees.

	2018	2019	2020	2021	2022	2023	2024	2025
Mean Pay Gap	52.1%	43.9%	16.2%	14.6%	33.8%	34.9%	21.0%	1.1%
Median Pay Gap	7.6%	13.9%	13.2%	5.6%	10.5%	8.0%	5.0%	7.3%

Summary

At Micronclean we are proud to say that the numbers contained within our Gender Pay Report only tell part of the story. This is because the numbers don't capture our spirit, culture and values which are central to the mission of the company and drive the business forwards. These elements are captured under our SKIEs framework which covers Stewardship, Knowledge, Innovation and Excellence.

Stewardship

Within Micronclean we have created and then supported the growth of several internal groups which cover areas such as the Mental Health & Wellbeing Team (all of whom have become qualified Mental Health First Aiders), our Women's Network, SKIEs Council and Creativity Support Group. These groups have all grown organically through the passion and will of the volunteers who come from all areas and levels of the company and who run them. The groups are open to all and although they include Senior Managers, they are run by volunteers who are voted into positions of authority by the group itself.

Knowledge

Micronclean believes in the development of everyone in the business and invests significantly in Learning and Development (L&D). By having our own dedicated L&D Officer, the business offers everyone within the company the opportunity to express their development wishes. These wishes are then collated and if successful the development need can be supported by either bespoke training supported by our Keith Brown Award (named in honour of one of the previous Directors who was passionate about people development), external courses such as degrees or internal courses such as FLITE (Future Leaders Internal Training Enterprise) - a Level 3 leadership programme.

Innovation

Innovation culture is encouraged at all levels throughout Micronclean through the timetabling of regular sessions which cover topics such as learning new skills, tools and techniques or actual problem-solving sessions. This is because as a company we recognise that it is our people who do the job who can see the opportunities for the business to change. As a result, the business has built an innovation centre, as a dedicated space that all employees can use to be creative and innovate.

Excellence

Micronclean fully acknowledges that the business would not be a success without its people and what they bring in terms of their skills, experience, diversity, and hard work. As a result, Micronclean supports its staff by ensuring that everyone is given the opportunity to be the best they can be. This means that throughout the business periodic reviews are carried out to map the individuals' aspirations and provide a framework to monitor their progress against SMART objectives.

In addition, the company has recently adopted enhanced Parental leave arrangements that have the greatest benefit for Females. We also continue the trend of having a greater proportion of Females in our senior leadership team. The above demonstrates that our Gender Pay gap reflects the local environment in which we operate, rather than be a structural or systemic issue within our business.

A handwritten signature in blue ink, appearing to read 'Robert Parker', is positioned above the printed name.

Robert Parker
Managing Director



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