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# **GENDER PAY** REPORT 2023

Snapshot Date: 5 April 2022

## Overview

### Difference between Male and Female Pay

The fifth Gender Pay report for Micronclean Ltd reveals that Women receive less than men by 16.6% on the Mean and 5.7% on the Median.

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

### Overall Headcount

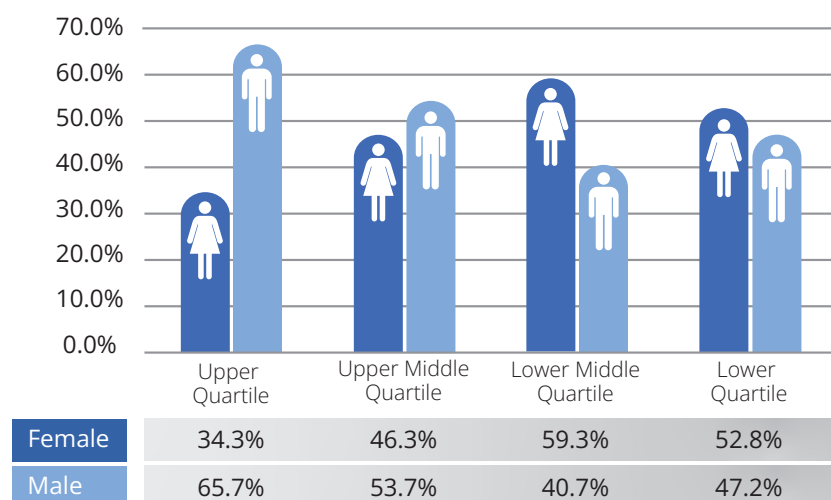
Under the methodology required under the Gender Pay Gap reporting regulations, Micronclean Ltd employed 208 females and 224 males.

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

	2018	2019	2020	2021	2022	2023
Female	49%	50%	50%	48%	47%	48%
Male	51%	50%	50%	52%	53%	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 90% of its female and 88% of its male employees.



The 2023 Gender Pay Report shows an increase in the Mean and a decrease in the Median Pay Gap. This is primarily driven by the gender profile of our Board of Directors and Senior Managers. In the reporting period the company continued to offer a bonus scheme to all staff.

	2018	2019	2020	2021	2022	2023
Mean Pay Gap	52.1%	43.9%	16.2%	14.6%	33.8%	34.9%
Median Pay Gap	7.6%	13.9%	13.2%	5.6%	10.5%	8.0%

## Summary

Due to the success of recent years, the company was able to increase our minimum rates by more than the increase in National Living Wage and we are now aligned with the minimum rates for the Living wage foundation. In addition, we have continued the policy to applying a fixed hourly pay increase to everyone below the agreed rate for inflation, this has the impact of narrowing the pay differential over the long term as lower paid staff get on average, a higher percentage increase.

The balance of our workforce has changed over the last 12 months as we have seen an increase in the proportion of Females in the workforce. We encourage promotion from within and therefore new entrants are more likely to take entry level positions, having an increase in the Gender pay gap. Due to the workforce pressures created by Covid, certain roles, in particular drivers and engineers have been able to command above inflation increases to allow us to recruit suitable staff. These roles are filled predominantly by males and create a disproportionate increase to our pay gap.

The balance of our workforce is diverse, we would like to see more females in senior roles, during the reporting period and since the end of the period, we have seen a considerable number of appointments of females to senior roles.

All Micronclean Ltd employees once again benefitted from a Profit Related Pay scheme in 2022. This scheme pays higher percentage rates to our lower paid employees, reducing disparities. The company is continuing to operate this scheme for its workforce in 2023.

We are confident that the gender pay gap will narrow in future years.



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