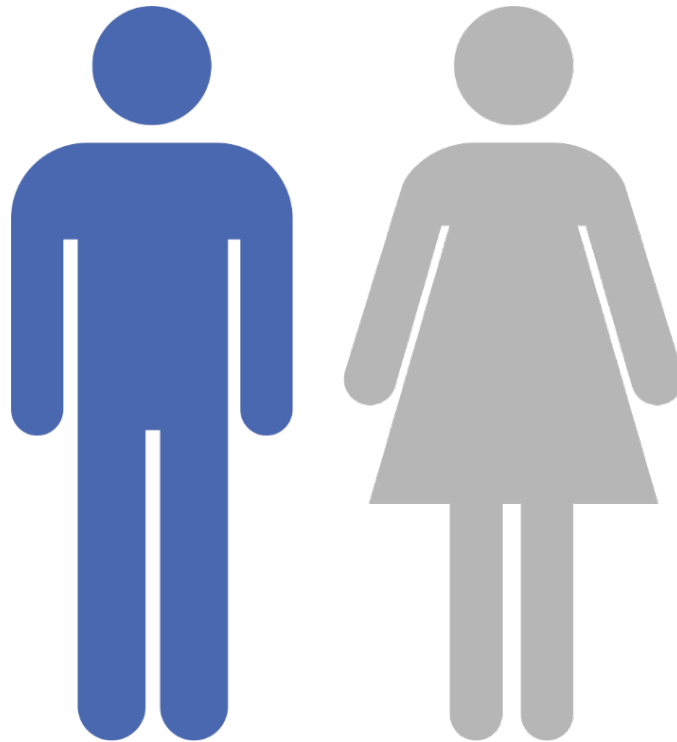




STEWARDSHIP / KNOWLEDGE / INNOVATION / EXCELLENCE

FIRST GENDER PAY REPORT

23rd MARCH 2018



Overview

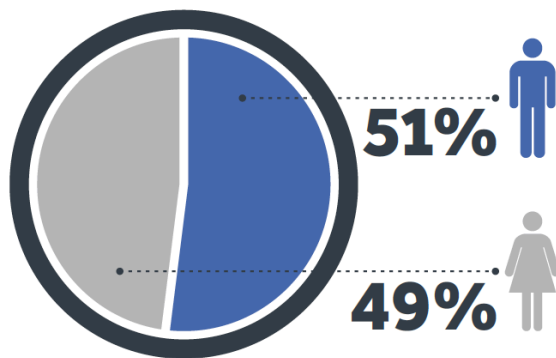
The first Gender Pay report for Micronclean Ltd shows Women receive less than men by 7% on the median and 15.4% on the mean. This difference is less than that reported for similar businesses.

DIFFERENCE BETWEEN MALE AND FEMALE PAY

15.4% MEAN PAY GAP

7.0% MEDIAN PAY GAP

OVERALL HEADCOUNT

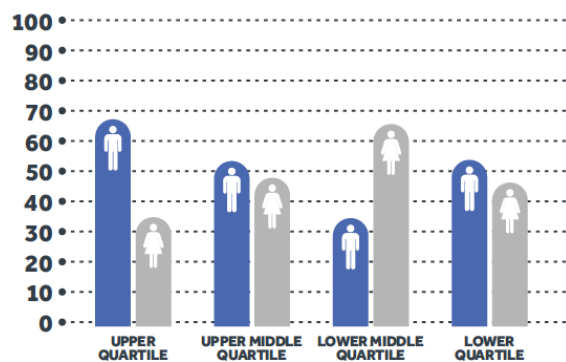


The company recognises the benefit of diversity in the workplace and has seen an increasing number of Women in senior roles over recent years.

The calculations, using the methodology required under the Gender Pay Gap reporting regulations, include 187 women and 197 Men, showing the relatively balanced profile of our workforce.

The profile of employees by quartile has the number of Women exceeding Men only in the lower middle quartile. The company believes that this profile and the continuing training programmes we have will allow Women to gain a higher proportion of senior roles in the business.

GENDER PAY QUARTILES



**DIFFERENCE BETWEEN
MALE AND FEMALE BONUSES****52.1%** MEAN BONUS GAP**7.6%** MEDIAN BONUS GAP

In recent years, Micronclean has had a policy of increasing all wages by at least the hourly equivalent of the increase in the National Living wage. This policy has helped narrow the gender pay gap due to the preponderance of Women in the 2 middle quartiles. In addition, the use of pre-approved Salary Ranges as part of our recruitment process reduce any bias based on gender

Micronclean are pleased to report that 100% of our staff benefit from a Profit Related Pay scheme. This scheme has been operating for many years and is continuing for 2018.

Micronclean also operate other bonus schemes for Directors, Managers, Sales staff and others, the average bonuses figures are a measure of the Gender profile of our Senior Management Team.

The Company expect to see the Gender Pay gap narrow in future years.



Robert Parker
Managing Director

Micronclean Ltd
Roman Bank
Skegness
Lincolnshire
PE25 1SQ

T: +44 (0)1754 767 377

W: www.micronclean.com

E: Sales.Enquiries@micronclean.co.uk

