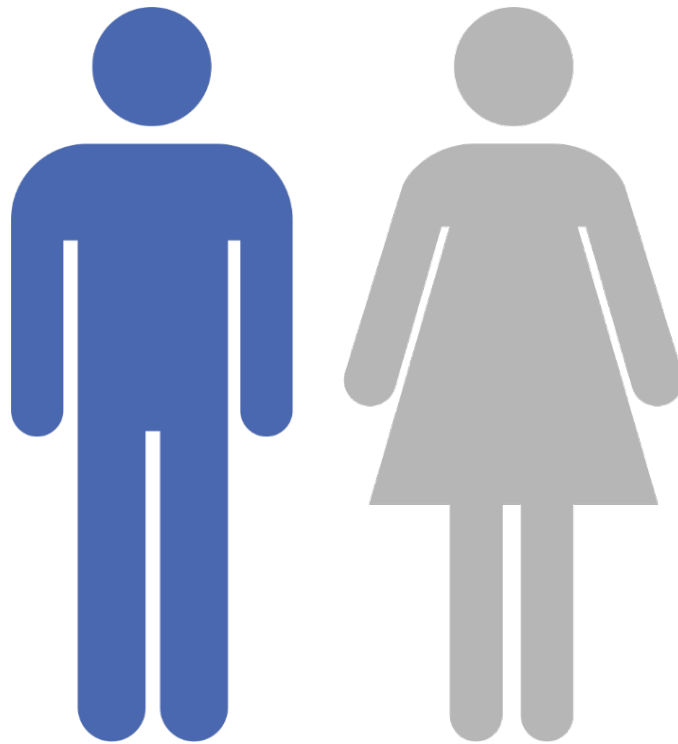




STEWARDSHIP / KNOWLEDGE / INNOVATION / EXCELLENCE

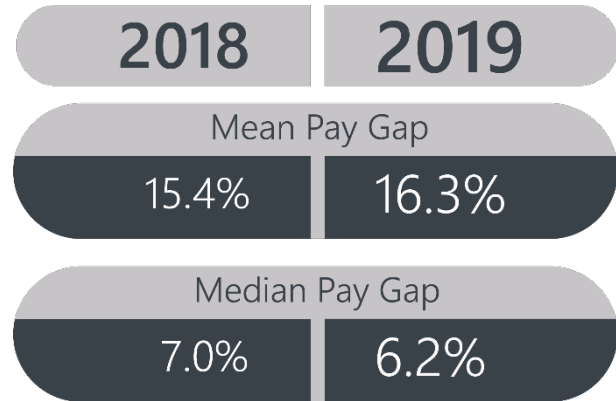
GENDER PAY REPORT 2019



Overview

DIFFERENCE BETWEEN MALE AND FEMALE PAY

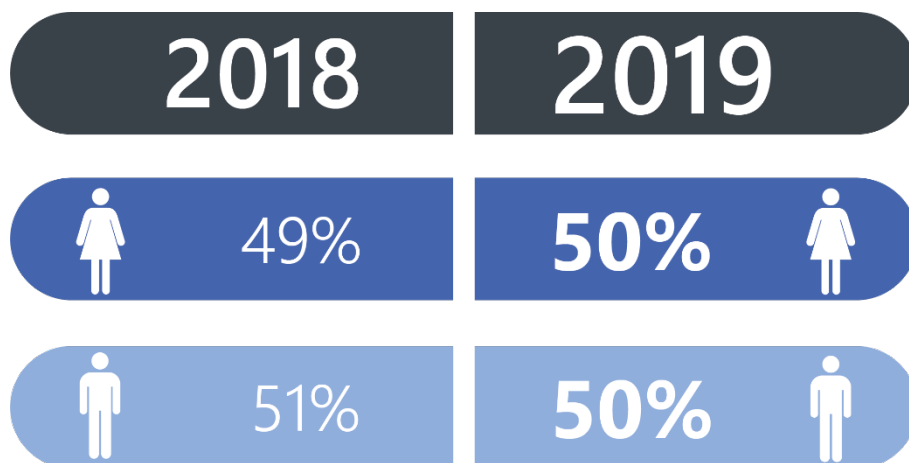
The second Gender Pay report for Micronclean Ltd reveals that Women receive less than men by 6.2% on the Median and 16.3% on the Mean.



OVERALL HEADCOUNT

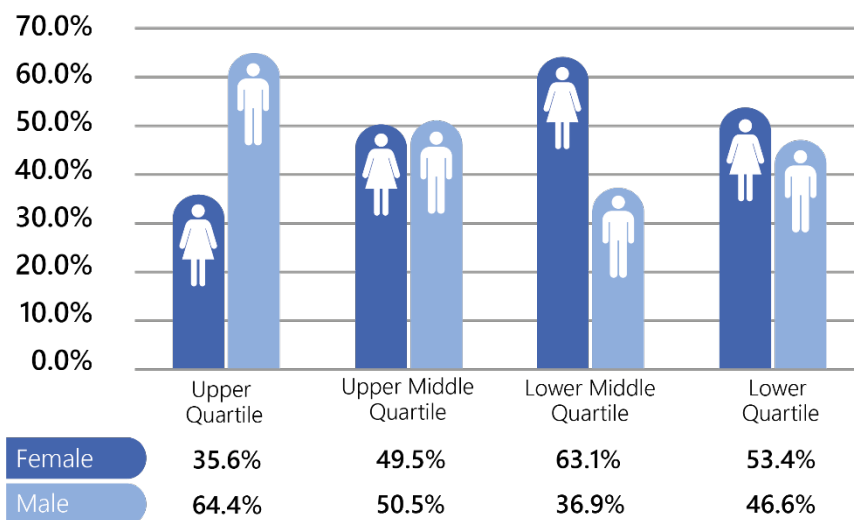
Under the methodology required under the Gender Pay Gap reporting regulations, Micronclean Ltd employed 208 females and 205 males. The company therefore has recruited and retained more Women than Men.

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



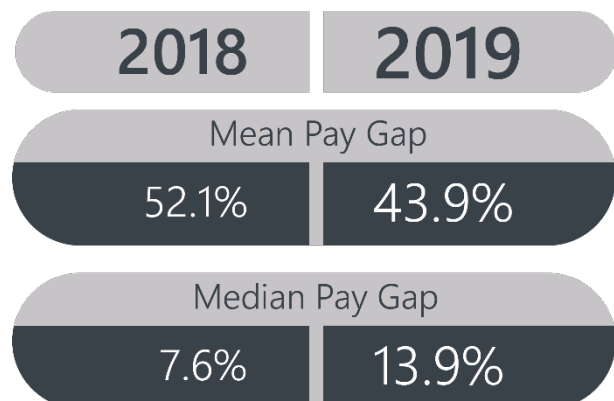
GENDER PAY QUARTILES

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



DIFFERENCE BETWEEN MALE AND FEMALE BONUSES

The Mean bonuses distribution is skewed by the Gender profile of our Senior Management team.



Summary

In 2018 Micronclean Ltd has continued to increase employees' remuneration, irrespective of gender, by at least the hourly equivalent of the increase in National Living Wage. This policy 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 significantly 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, leading to a slight widening of the mean pay differentials. This is a small distortion of our long term trend.

All Micronclean Ltd employees once again benefitted from a Profit Related Pay scheme in 2018. The company is continuing to operate this scheme for its workforce in 2019.

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



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