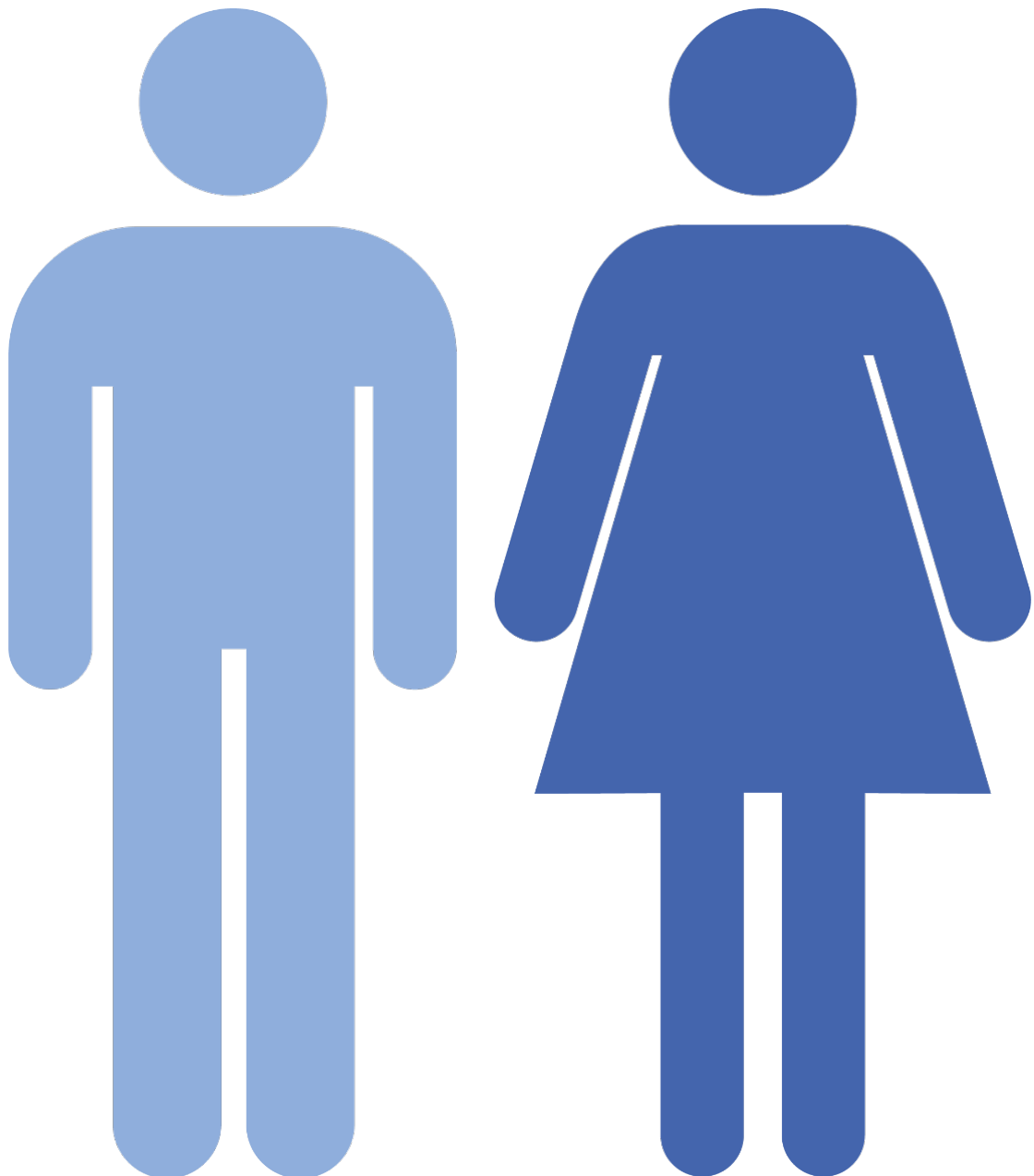


2021/22 GENDER PAY GAP REPORT

SNAPSHOT DATE: 5 APRIL 2021



Overview

DIFFERENCE BETWEEN MALE AND FEMALE PAY

The fourth Gender Pay report for Micronclean Ltd reveals that Women receive less than men by 14.5% on the Mean and 5.2% on the Median.

	2018	2019	2020	2021	2022
Mean Pay Gap	15.4%	16.3%	17.0%	19.6%	14.5%
Median Pay Gap	7.0%	6.2%	6.3%	10.0%	5.2%

OVERALL HEADCOUNT

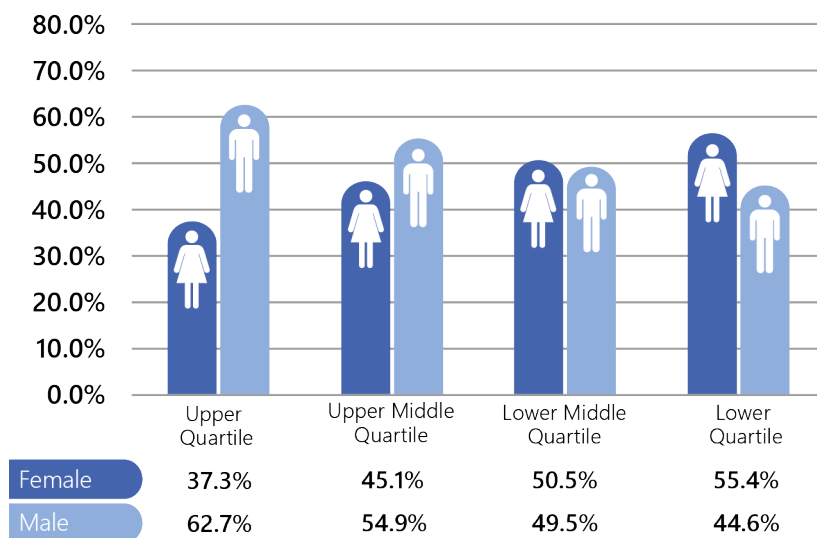
Under the methodology required under the Gender Pay Gap reporting regulations, Micronclean Ltd employed 191 females and 215 males.

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

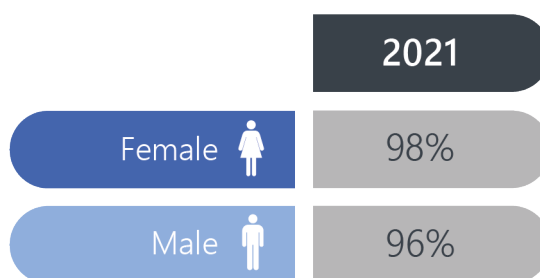
	2018	2019	2020	2021	2022
Female 	49%	50%	50%	48%	47%
Male 	51%	50%	50%	52%	53%

GENDER PAY QUANTILES

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 98% of its female and 96% of its male employees.

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

The 2022 Gender Pay Report shows an increase in the Mean and Median Pay Gap which is driven by the gender profile of our Board of Directors and Senior Managers. In the reporting year the company continued to pay bonuses to all staff.

Summary

In the reporting year Micronclean Ltd has continued to increase employees' remuneration, irrespective of gender, by at least the hourly equivalent of the increase in National Living Wage. 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. 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 over the last 12 months as we have seen an increase in the proportion of Males in the workforce. Although we encourage promotion from within and therefore new entrants are more likely to take entry level positions, this year, in order to address certain skills gaps in the business we have added several males to the business in senior roles.

The balance of our workforce is diverse, we would like to see more females in senior roles, unfortunately we have not been successful in recruiting females into some of those roles. This is a small distortion of our long-term trend.

All Micronclean Ltd employees once again benefitted from a Profit Related Pay scheme in 2020. 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 2021.

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



Robert Parker
Managing Director

