



GENDER PAY REPORT 2024

Snapshot Date: 5 April 2023

Overview

Difference between Male and Female Pay

The sixth Gender Pay report for Micronclean Ltd reveals that Women receive less than men by 16% on the Mean and 8.1% on the Median for hourly pay.

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

Overall Headcount

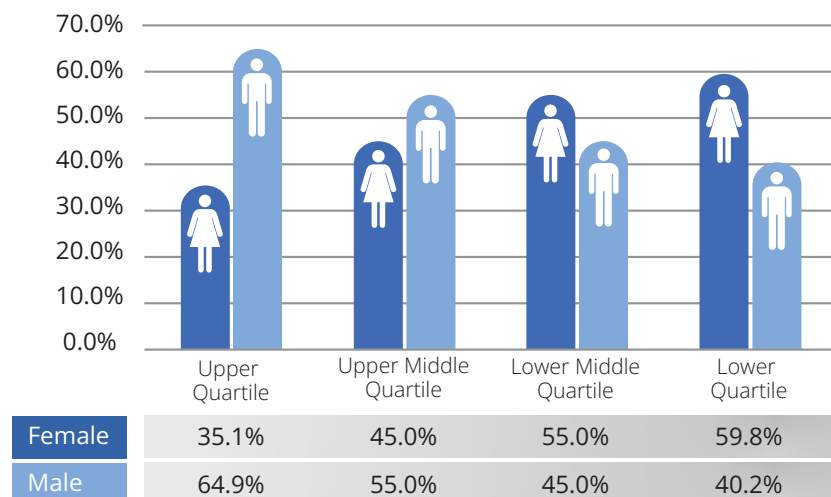
Under the methodology required under the Gender Pay Gap reporting regulations, Micronclean Ltd employed 217 females and 228 males.

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

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

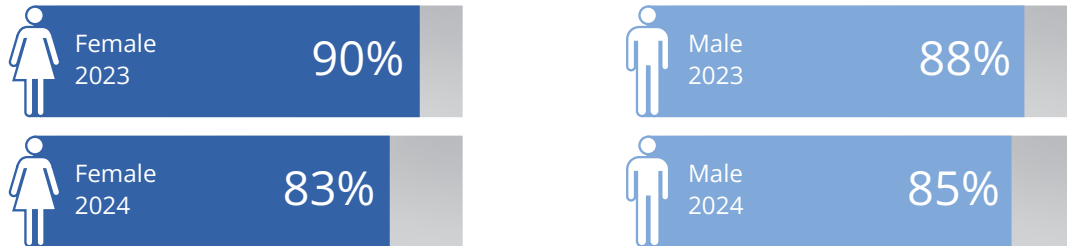
Gender Pay Quartiles

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 83% of its female and 85% of its male employees.



The 2024 Gender Pay Report shows a decrease in the Mean and 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 of its employees.

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

Summary

At Micronclean we are proud to say that the numbers contained with 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 Mental Health & Wellbeing Team (all of whom have become qualified Mental Health First Aiders), the 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 the volunteers who are voted into position 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 our old 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

An Innovation culture is encouraged at all levels throughout Micronclean through the timetabling of regular sessions which can cover either tools and techniques or actual problem-solving sessions. This is because as a company we recognise that in most cases, it is the 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.

All these values are applied equally for all staff. In addition, the company has 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 with the majority of those appointed in the last year being Female.

The above demonstrates our Gender Pay gap is structural rather than systemic or cultural.



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