

## GENDER PAY GAP

Apleona UK Limited remains strongly committed to supporting the principles of equality and diversity in the workplace, as we continue our pledge to ensuring gender balance through an inclusive and engaging culture.

Our 2023 priorities continued to be focussed around inclusion and wellbeing, increasing the availability of flexible benefits for all and ongoing investment in succession and the development of talent.

Our overall headcount increased by 8.94%, with our gender balance now 48.33% female compared to 51.67% male, this has also decreased our gender pay gap by 8.79%.

Bonus payments paid to both male and female employees decreased compared to the last reporting period with a 47% decrease in males receiving a bonus and for the females – a decrease of 37.5%.

The median bonus pay gap has shifted quite significantly from last year which was -160.87% in 2022 to 2023 being -400%. The mean bonus pay gap has decreased from -9.91% to -9.31%. Despite more males receiving bonuses, the values of a number of these bonuses are much smaller.

Operating in the service orientated business, we find that either gender can be under or over represented in certain roles. For example, technical based roles and project management roles tend to generally be filled by male employees which are higher paid roles than our cleaning or administrative functions which have a higher number of females, who also work on a part-time basis.

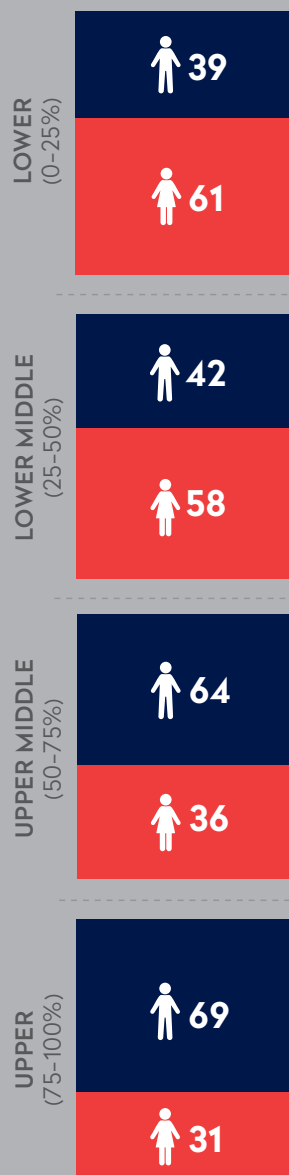
Of all the roles in the business, our lower paid cleaning operative positions remain female dominated, seeing 252 females compared to 89 males. Our higher paid technical/engineering positions remain male dominated, with no females in these positions. Significantly more female colleagues (256) are working part time across all roles compared to males (67).

Females in management positions has increased from 122 to 124 (6 to 8 in senior leadership roles) and we remain committed to equality of opportunity, regardless of gender. More employees are encouraged to develop and realise their potential through our bespoke Talent and Management Programmes.

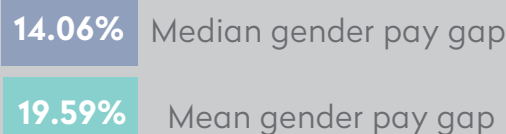
## 2023 STATISTICS



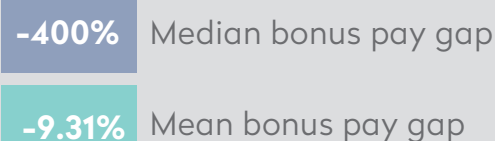
### PAY QUARTILE HEADCOUNT GENDER %



### HOURLY RATE GENDER PAY GAP



### COLLEAGUES RECEIVING A BONUS



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