

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 2025 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 10.4%, with our gender balance now 48.1% female compared to 51.9% male. Along with an increase in headcount, we have seen our gender pay gap reduce from 19.98% to 19.52%.

Bonus payments paid to both male and female employees decreased compared to the last reporting period and the difference between male and females receiving a bonus went up from 34.29% to 54.24%.

The bonus pay gap shifted quite significantly from last year which now sees a mean difference of 87.48%. A number of our bonuses are client driven and therefore we do anticipate these numbers to fluctuate year on year.

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.

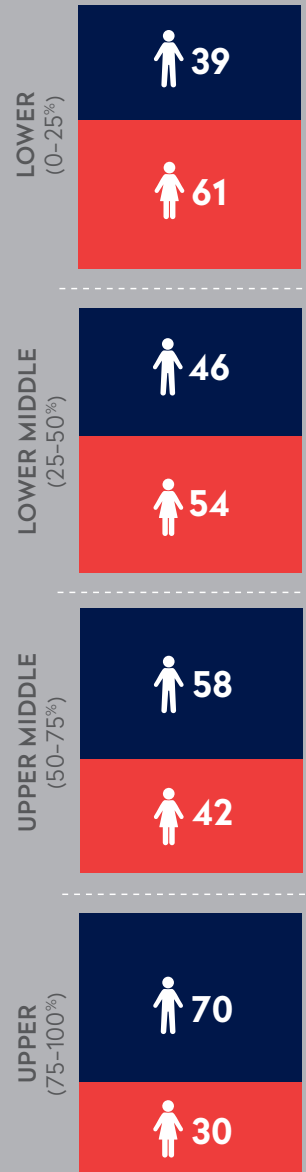
Of all the roles in the business, our lower paid cleaning operative positions remain female dominated, seeing 227 females compared to 120 males. Our higher paid technical/engineering positions remain male dominated, with no females in these positions. Significantly more female colleagues (293) are working part time across all roles compared to males (109).

Overall, females in management positions has increased from 102 to 121, however in senior leadership this has decreased from 9 to 6. We remain committed to equality of opportunity, regardless of gender. More employees are encouraged to develop and realise their potential through our internal training programmes and apprenticeship schemes.

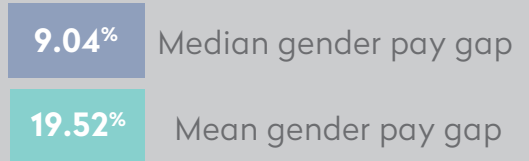
2025 STATISTICS



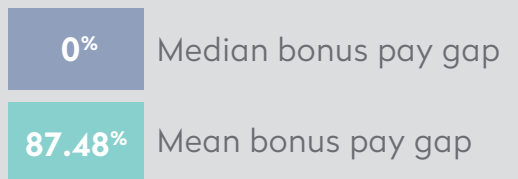
PAY QUARTILE HEADCOUNT GENDER %



HOURLY RATE GENDER PAY GAP



COLLEAGUES RECEIVING A BONUS



COLLEAGUES RECEIVING A BONUS

