



Gender Pay Gap Figures 2023

The table below shows Cleanbrite 2023 Gender Pay Gap results based on the information of all the active employees on the snapshot of 5th April 2023.

Percentage of male and female in each hourly pay quarter	Male	Female
Upper hourly pay quarter	74.31%	25.69%
Upper middle hourly pay quarter	67.28%	32.72%
Lower middle hourly pay quarter	67.28%	32.72%
Lower hourly pay quarter	67.28%	32.72%

Mean gender pay gap using hourly pay	-0.08%
Median gender pay gap using hourly pay	0.00%

Percentage of male and female who received bonus pay	Male	Female
Percentage of male and female who received bonus pay	17.17%	6.32%

Mean gender pay gap using bonus pay	-330.14%
Median gender pay gap using bonus pay	-20.00%



Ethnicity Pay Gap Figures 2023

The table below shows Cleanbrite 2023 Ethnicity Pay Gap results based on the information of all the active employees on the snapshot of 5th April 2023.

Percentage of BAME and NON BAME in each hourly pay quarter	BAME	NON BAME
Upper hourly pay quarter	62.84%	37.16%
Upper middle hourly pay quarter	70.05%	29.95%
Lower middle hourly pay quarter	70.05%	29.95%
Lower hourly pay quarter	70.05%	29.95%

Mean ethnicity pay gap using hourly pay	-3.03%
Median ethnicity pay gap using hourly pay	0.00%

Percentage of BAME and NON BAME who received bonus pay	BAME	NON BAME
Percentage of BAME and NON BAME who received bonus pay	15.51%	10.14%

Mean ethnicity pay gap using bonus pay	86.50%
Median ethnicity pay gap using bonus pay	33.33%

I confirm that the information contained in this report is accurate.

Darren Edmonston, Managing Director of Cleanbrite UK Limited