

GENDER PAY GAP

Apleona HSG 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 2020 priorities were focussed on inclusion and wellbeing, increasing benefits available to all, working conditions and investing in succession and the development of talent.

Our gender pay gap has widened slightly by 3.3%; this has been driven by a significant reduction of recruitment activity during the pandemic.

Compared to the last reporting period, our overall headcount has reduced by 17.5%, resulting in a gender balance of 43% female compared to 57% of men. Since the introduction of job grading frameworks and bonus schemes, 64 more employees became eligible to participate in an Executive and Management bonus scheme, of which 32% were female.

Outside of the above, the number of bonus payments paid to our female population remained the same, with a 3% increase to males receiving a bonus.

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 cleaning operative positions remain female dominated equating to 60%, of which 64% of female colleagues work part time.

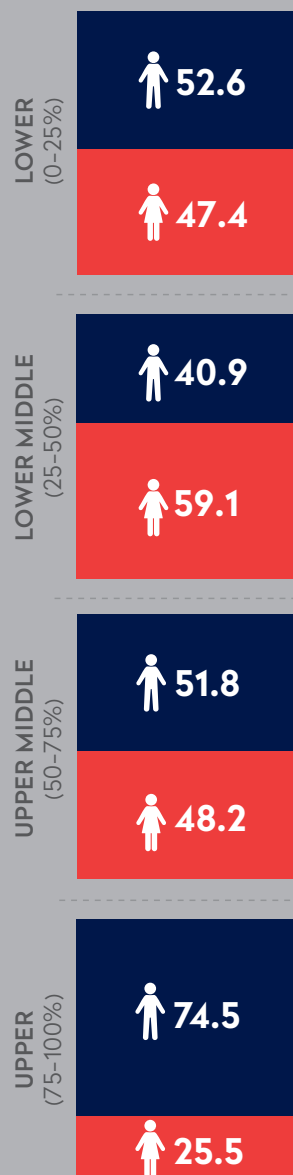
Females in management positions has reduced slightly from 33% to 31% but we remain committed to equality of opportunity and regardless of gender. More employees are encouraged to develop and maximise their potential through our bespoke Talent and Management Programmes.

With our continuing aim to promote a culture of inclusion, a number of business related committees were introduced to drive important agendas such as innovation, digital, L&D, CSR, and to ensure female representation on a project level as a contributory alternative environment to normal day to day responsibilities. These committees are made up of 61 members of which 43% are female.

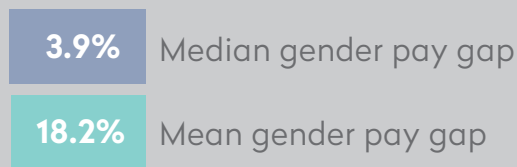
2020 STATISTICS



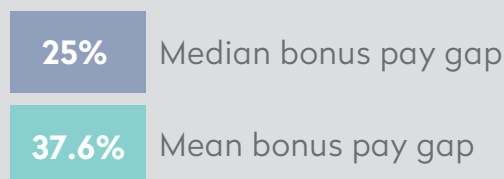
PAY QUARTILE HEADCOUNT GENDER %



HOURLY RATE GENDER PAY GAP



COLLEAGUES RECEIVING A BONUS



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