

As we enter the second year of Gender Pay Reporting, 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.

Whilst the gender pay gap has widened slightly by 3.3% this has mainly been driven by the award of two national contracts, whereby 77% of transferring employees were from lower quartile paid positions.

The overall headcount has slightly reduced between the two reporting years, which in turn has affected our gender balance, reducing by 1% to 41% for women compared to 59% for men. During 2018 we committed to a gender pay gap audit where the need for updated job grading frameworks and bonus schemes became top of the agenda. Subsequently, 28 employees became eligible to participate in an Executive and Management bonus scheme, of which 32% were female.

Outside of the above, the amount of bonus payments paid to our female population increased by 4.5%, with the number of women receiving a bonus increasing by 1.5%.

Operating in the service orientated business, we find that either gender can still be over represented in specific roles. Cleaning operative positions remain female dominated equating to 58%, of which 60% of our female colleagues work part time. With the closure of one of our Divisions in Q1 2018, those traditionally dominated areas such as engineering and security now only have 6% of females.

Females in management positions equates to 33% and we remain committed to equality of opportunity and regardless of gender, and more employees are encouraged to develop and maximise their potential through our bespoke Talent and Management Programmes.



James Thoden van Velzen,
Apleona UK & Ireland CEO



Jane Podmore,
Apleona HR Director (UK & Ireland)



Hourly Rate Averages

Males (mean) 12.7%	Females (mean) 10.8%
Mean Differences	14.9%
Males (median) 10.2%	Females (median) 9.6%
Median Differences	6%

Bonus Pay

90.7%	66.7%
LOWER (mean)	LOWER (median)

In Receipt Of Bonus

4.8%	5.4%
MEN	WOMEN

Pay Quartiles

Top Quartile

73.2%	26.8%
MEN	WOMEN

Lower Middle Quartile

58.6%	41.6%
MEN	WOMEN

Upper Middle Quartile

49.5%	50.5%
MEN	WOMEN

Lower Quartile

52.2%	47.9%
MEN	WOMEN