

APLEONA



REPORTING ON OUR

GENDER PAY GAP

—
2023





2023 Reporting
year

Gender PAY GAP

Apleona Gender Pay Report

At Apleona our culture is fast paced, challenging and above all, friendly. We care about our people and we want them to have long and rewarding careers with us. We train our people to be their best so they maintain a consistent and value added approach in our delivery.

At Apleona, we believe that when our people feel respected and included they can be more creative, innovative, and successful. While we acknowledge there's more progress to be made, our report highlights the dedicated efforts our company is undertaking to narrow the gender pay gap.

Percentage of men and women in each hourly pay quarter

	Men	Women
Upper hourly pay quarter	74%	26%
Upper middle hourly pay quarter	75%	25%
Lower middle hourly pay quarter	58%	42%
Lower hourly pay quarter	42%	58%

Hourly Pay Gap

As of the snapshot date, our workforce was split between 57% male and 43% female. The vast majority of the male roles are employed in Security which is male-dominated throughout Ireland. These roles are typically full-time, city based and attract a rate of pay set by the Joint Labour Commission by way of an Employment Regulation Officer (ERO). In contrast, the majority of cleaning roles are occupied by females throughout Ireland. Therefore, attracting pay rates that are governed by ERO but at a lower level.

The % of Women in each Pay Quarter

As of the snapshot date, we had 6% of women in the highest pay category. We have continued to develop ED&I strategies to specifically target gender balance across all leadership roles and we will continue to strive towards balanced gender representation across our business.

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Mean and Median gender pay gap using hourly pay

Mean gender pay gap using hourly pay	20%
Median gender pay gap using hourly pay	45%

Percentage of men and women who received bonus pay

	Men	Women
Percentage of men and women who received bonus pay	11%	7%

Mean and median gender pay gap using bonus pay

Mean gender pay gap using bonus pay	40%
Median gender pay gap using bonus pay	87%

Mean and Median gender PART TIME pay gap using hourly pay

Mean Gender pay gap using part-time hourly pay	N/A
Median Gender pay gap using part-time hourly pay	N/A

Mean and Median gender Temporary Staff pay gap using hourly pay

Mean Gender pay gap using temporary contract hourly pay	9%
Median Gender pay gap using temporary contract hourly pay	12%

Percentage of men and women who received BIK

	Men	Women
Percentage of men and women who received BIK	15%	8%

