

APLEONA



REPORTING ON OUR

GENDER PAY GAP

—
2026





2026 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 have more work to do but our report shows the hard dedicated work our Company is continuing to establish do to ensure we close the gender gap.

Percentage of men and women in each hourly pay quarter

	Men	Women
Upper hourly pay quarter	6%	31%
Upper middle hourly pay quarter	56%	44%
Lower middle hourly pay quarter	35%	65%
Lower hourly pay quarter	27%	73%

Hourly Pay Gap

As of the snapshot date, our workforce was split between 49% male and 51% 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 endeavour to ensure that we provide competitive salaries and benefits alongside a culture to ensure development opportunities arise to meet our colleague's expectations and growth within their career aspirations.

Mean and Median gender pay gap using hourly pay

Mean gender pay gap using hourly pay	17%
Median gender pay gap using hourly pay	19%

Percentage of men and women who received bonus pay

	Men	Women
Percentage of men and women who received bonus pay	8.16%	4.26%

Mean and median gender pay gap using bonus pay

Mean gender pay gap using bonus pay	30%
Median gender pay gap using bonus pay	52%

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	6%
Median Gender pay gap using temporary contract hourly pay	29%

Percentage of men and women who received BIK

	Men	Women
Percentage of men and women who received BIK	12.13%	3.79%

