

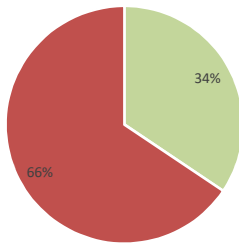
GENDER PAY GAP REPORT 2020

Pay & bonus gap

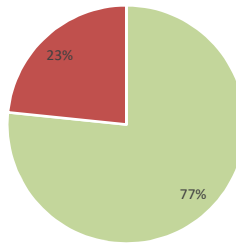
	Difference between men and women	
	Mean	Median
Hourly pay	23%	17%
Bonus paid	64%	36%

The table above shows our overall mean and median gender pay gap for hourly pay as at the snapshot date of 5 April 2020. It also shows the mean and median difference between bonuses paid to men and woman.

Proportion of men and woman who received bonuses

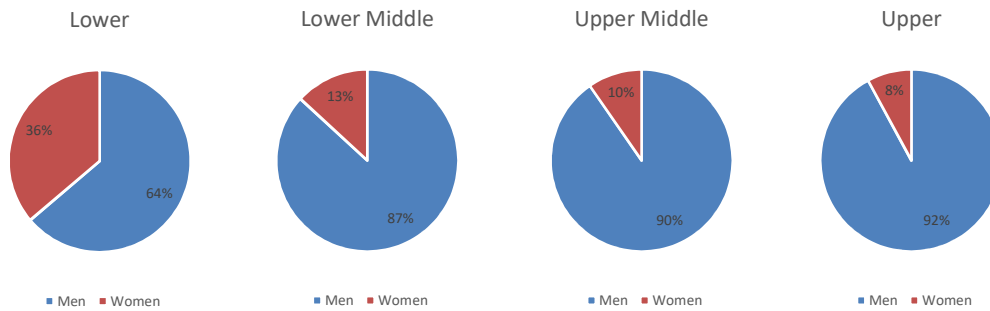


34% of men received a bonus



77% of women received a bonus

Salary Quartiles



The above charts display the gender distribution of salary across four equally sized quartiles.

We are confident that men and women are paid equally across our Business for doing equivalent jobs. We will continue to monitor our gender pay gap levels and focus on our recruitment processes to ensure and promote a culture of fairness and equality.

I confirm that the information reported is accurate.

Luke House
Chairman

Shield Environmental Services Ltd

20 September 2021