



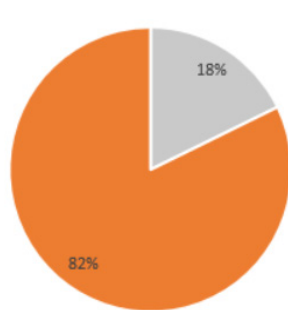
GENDER PAY GAP REPORT 2021

Pay and bonus gap

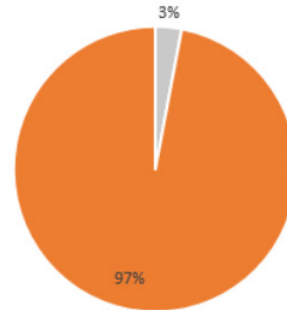
	Difference between men and women	
	Mean	Median
Hourly pay	24%	23%
Bonus paid	-51%	-210%

The table above shows our overall mean and median gender pay gap for hourly pay as at the snapshot date of 5th April 2021. It also shows the mean and median difference between bonuses paid to men and women.

Proportion of men and women who received bonuses

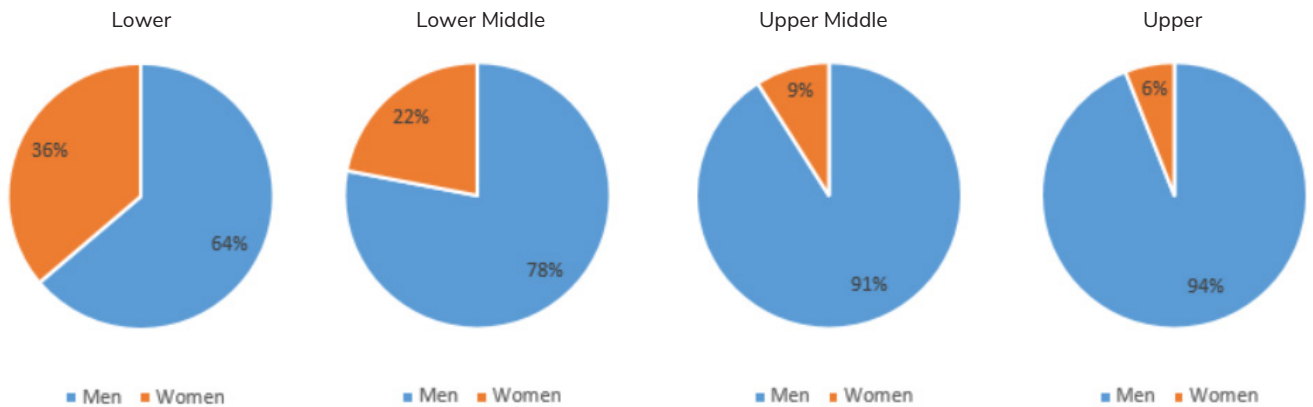


18% of men received a bonus



3% of women received a bonus

Salary Quartiles



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

Commitment

The Company is committed to ensuring that all employees are treated fairly and have access to learning and development opportunities to help them reach their full potential.

Employment practices, procedures and pay levels are routinely monitored to ensure and promote a culture of fairness and equality.

Declaration

The Chairman of Shield Environmental Services Ltd, Luke House, confirms that the information and data reported is accurate as at the snapshot date of 5th April 2021.

