

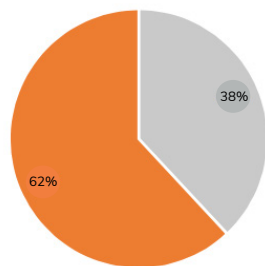
GENDER PAY GAP REPORT 2022

Pay and bonus gap

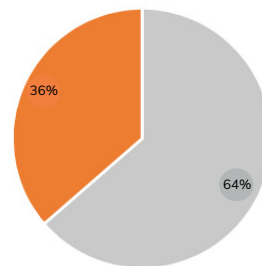
	Difference between men and women	
	Mean	Median
Hourly pay	19%	21%
Bonus paid	26%	-18%

The table above shows our overall mean and median gender pay gap for hourly pay as at the snapshot date of 5th of April 2022. It also shows the mean and median difference between bonuses paid to men and women.

Proportion of men and women who received bonuses

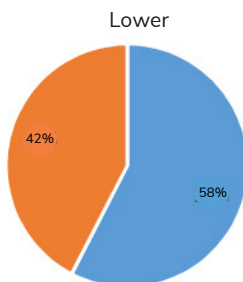


38% of men received a bonus

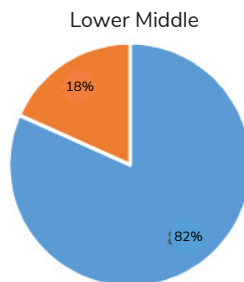


64% of women received a bonus

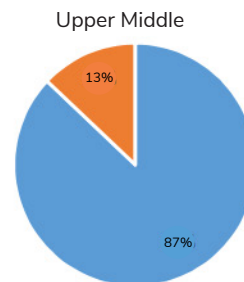
Salary Quartiles



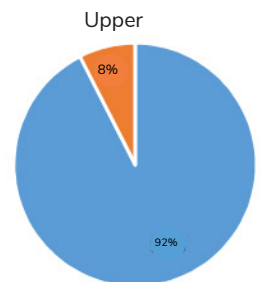
Men Women



Men Women



Men Women



Men Women

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

Commitment

We are committed to driving gender equality across the business and continue to ensure that all members of staff are treated fairly.

Recruitment, training and all associated HR policies are routinely monitored to ensure a culture of 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 2022.