



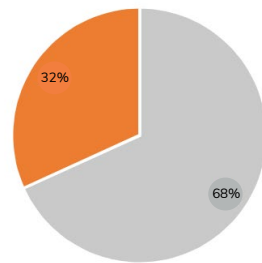
GENDER PAY GAP REPORT 2023

Pay and bonus gap

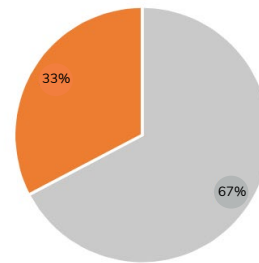
	Difference between men and women	
	Mean	Median
Hourly pay	24%	25%
Bonus paid	37%	-171%

The table above shows the overall mean and median gender pay gap for hourly pay as at the snapshot date of 5th April 2023. It also shows the mean and median difference between bonuses paid to men and woman.

Proportion of men and women who received bonuses

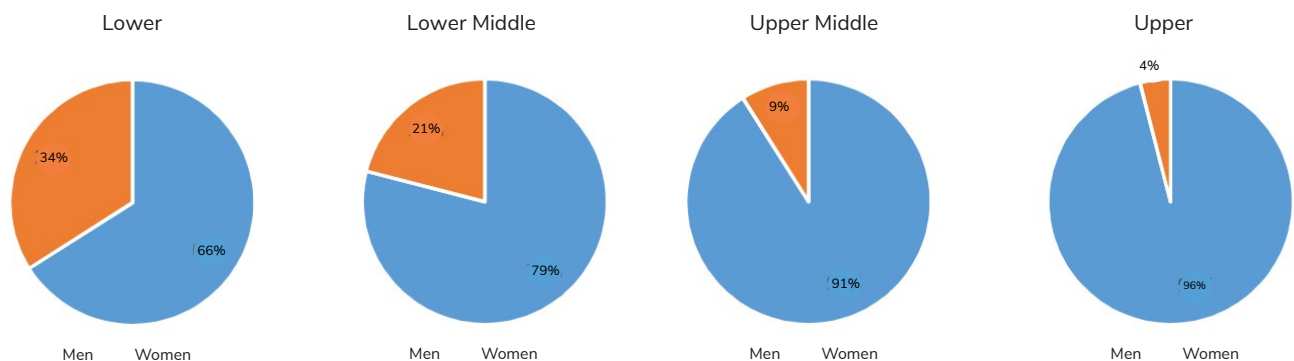


68% of men received a bonus



67% of women received a bonus

Salary Quartiles



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

Commitment

As a diverse and inclusive employer, we are confident that both men and women are paid equally for performing equivalent roles across our business.

We are committed to take action to address any gaps and are focused on making continuous improvements across all areas of the business to retain and develop our employees.

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 2023.

