Head Office
Shield
Shield House, Caxton Business Park
Crown Way, Warmley
Bristol BS30 8XJ

t. 0117 960 6366
e. enquiries@shieldservicesgroup.com

shieldservicesgroup.com

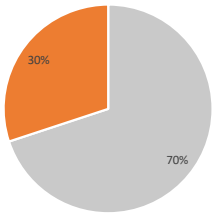
GENDER PAY GAP REPORT 2024

Pay & Bonus Gap

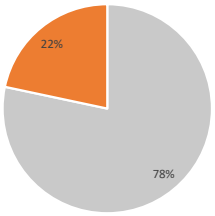
	Difference between men and women	
	Mean	Median
Hourly pay	37%	33%
Bonus paid	37%	-100%

The table above shows the overall mean and median gender pay gap for hourly pay as at the snapshot date of 5 April 2024. It also shows the mean and median difference between bonuses paid to men and woman.

Proportion of men and woman who received bonuses

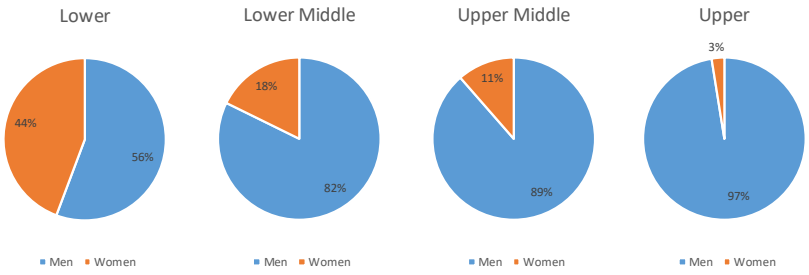


70% of men received a bonus



78% of women received a bonus

Salary Quartiles



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

Commitment

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

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 5 April 2024.