

Introduction

ENVIROCLEAN (SCOTLAND) LIMITED is committed to promoting equality, diversity, and inclusion throughout the organisation. Gender Pay Gap reporting measures the difference between the average earnings of men and women across the workforce, regardless of the roles they undertake. This differs from equal pay, which relates to men and women receiving equal pay for the same or equivalent work.

This report summarises our Gender Pay Gap data as at 5 April 2025 and provides commentary on the factors influencing our results.

Analysis

The data shows that ENVIROCLEAN (SCOTLAND) LIMITED remains a predominantly male workforce across all pay quartiles.

Key observations include:

- Women represent between **1.5% and 10.8%** of employees in each quartile.
- Female representation is highest in the **Upper Quartile (10.8%)**, indicating that women are represented in some of the organisation's higher-paid roles.
- The **Upper Middle Quartile** contains the lowest proportion of women at **1.5%**.
- The relatively even distribution of women across the lower and upper quartiles contributes to the small overall gender pay gap.

The nature of the environmental services and industrial cleaning sector has historically attracted a predominantly male workforce, particularly in operational and technical roles.

Supporting Narrative

The workforce profile of ENVIROCLEAN (SCOTLAND) LIMITED is heavily male-dominated, reflecting wider labour market trends within the environmental services, industrial cleaning, and operational services sectors. Despite this imbalance in overall workforce composition, the organisation's pay gap data demonstrates that women who are employed within the business are represented at all pay levels, including senior and higher-paid positions.

The mean gender pay gap of -4.5% indicates that female employees, on average, receive slightly higher hourly pay than male employees. The median pay gap of 5.0% suggests that the distribution of employees within specific roles and grades continues to influence pay outcomes.

Given the low proportion of women employed within the organisation, small changes in employee numbers or position levels can have a noticeable impact on reported gender pay gap figures from year to year.

Our Commitment

ENVIROCLEAN (SCOTLAND) LIMITED is committed to:

- Recruiting, retaining and developing employees based on skills, qualifications, experience and performance.
 - Providing equal opportunities throughout recruitment, training, promotion and career development processes.
 - Ensuring pay practices are fair, transparent and free from discrimination.
 - Encouraging diversity within the workforce and seeking to attract candidates from underrepresented groups where possible.
 - Monitoring workforce demographics and pay data to ensure continued compliance with equality legislation and best practice.
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Director's Statement

I confirm that the information contained in this Gender Pay Gap Report is accurate and has been calculated in accordance with the Gender Pay Gap Reporting Regulations.

Signed: Marie McParland

Name: MARIE MCPARLAND

Position: Director

Date: 29/10/26