

Gender Pay Gap Report 2024 – Johnson Cleaners (UK) Limited

Johnson Cleaners (UK) Limited (JUCK) employs 589 colleagues across the UK and is part of Timpson Group. Our colleagues' happiness, inclusivity, and equality are fundamental to everything we do. We are committed to transparency and continuous improvement, which is why we value gender pay gap reporting as an opportunity to reflect on our progress, celebrate successes, and identify areas for further action. The following commentary outlines our ongoing efforts, achievements, and plans for continuing to build a more inclusive workplace across Timpson Group.

What is the Gender Pay Gap?

Our report on our gender pay and bonus pay gap follows the methodology set by the UK Government's Gender Pay Gap Regulations and compares the difference in the average hourly rates of pay between our male and female colleagues regardless of their roles from the newest colleagues to our most senior executives. It is based on a snapshot of 5th April 2024. Gender pay gap analysis is different from equal pay which is concerned with men and women receiving equal pay for the same or similar work of equal value, a principle that is followed throughout our business.

Our Results for 2024

Johnson Cleaners (UK) Limited (JCUK) continues its dedicated journey towards improving gender equality and inclusivity across our organisation. Comparing the latest snapshot from 5th April 2024 to the previous year's (5th April 2023), several encouraging developments are evident:

Gender Pay and Bonus gap – the table below shows JCUK's mean and median hourly gender pay gap as at 5th April 2024 and it also shows the bonus gap for the 12 months to 5th April 2024.

	2024	2024	2023	2023
	Mean	Median	Mean	Median
JCUK Gender Pay & Bonus Gap				
Difference between men and women				
Gender Pay Gap	13.5%	4.2%	15.9%	7.3%
Gender Bonus Gap	32.9%	7.6%	36.4%	2.3%

- **Gender Pay Gap** – Our mean gender pay gap has significantly reduced from 15.9% in 2023 to 13.5% in 2024, demonstrating substantial progress towards achieving equitable pay. Similarly, the median pay gap has positively narrowed from 7.3% to 4.2%, highlighting an increased balance of pay at various organisational levels.
- **Gender Bonus Gap** – The mean gender bonus gap improved notably decreasing from 36.4% to 32.9%, reflecting successful efforts to balance bonus distribution across genders. However, the median bonus gap increased from 2.3% to 7.6%, indicating ongoing opportunities to address disparities within specific roles and senior levels.

The table below shows the proportion of men and women who received a bonus.

Proportion of male and female colleagues receiving bonus pay

	<u>2024</u>
Female	95%
Male	91%

- **Bonus Distribution** – A high proportion of our female colleagues (95%) received bonuses, exceeding the proportion of male colleagues (91%), indicating improved inclusivity and recognition across the colleague population.

Pay quartiles – the next table shows the proportion of male colleagues and female colleagues across JCUK in four equally sized groups, with each quartile containing 138 colleagues, sorted by level of pay ranging from quartile 1, which shows the lowest paid colleagues to quartile 4, which includes the highest paid colleagues.

	Lower Quartile	Lower- middle Quartile	Upper middle Quartile	Upper Quartile
	2024	2024	2024	2024
Female	80%	86%	82%	62%
Male	20%	14%	18%	38%

- **Quartile Representation** – Female representation remains strong across all pay quartiles, notably maintaining steady representation in higher-paid roles (62% in the upper quartile). There has been some reduction in the lowest quartile (from 86% to 80%), indicating increased gender diversity within our entry-level positions, a positive step towards overall balance.

Our view on our pay gap.

At Johnson Cleaners (UK) Limited, we are committed to proactively addressing areas where further improvement is required, particularly in senior roles traditionally held by men. Through targeted career development programmes, enhanced recruitment strategies, and ongoing investment in training, we continue to foster a more equitable, inclusive workplace where all colleagues can thrive.

I confirm that our data in this report is accurate.



Paresh Majithia
Finance Director