

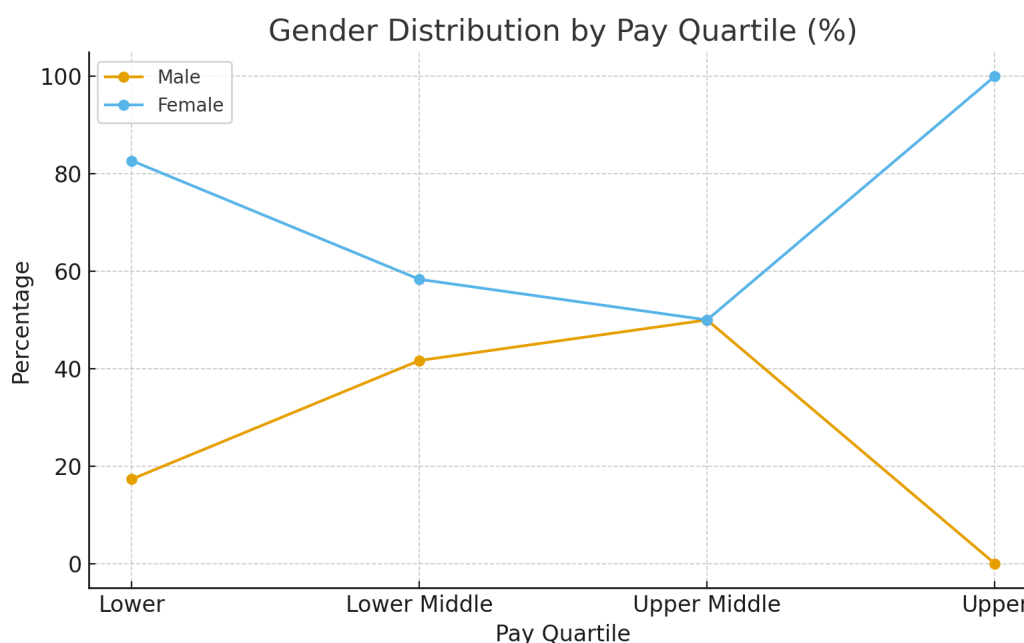
# Gender Pay Gap Report 2025

## 1. Overview

At Clean Habit, we are committed to fairness, transparency, and continued improvement in how we support and develop our workforce. This Gender Pay Gap Report outlines our pay position based on the statutory snapshot date of 10 June 2025.

## 2. Pay Quartile Distribution

Quartile	Lower	Lower Middle	Upper Middle	Upper
% Male	17.32%	41.67%	50.00%	0.00%
% Female	82.68%	58.33%	50.00%	100.00%



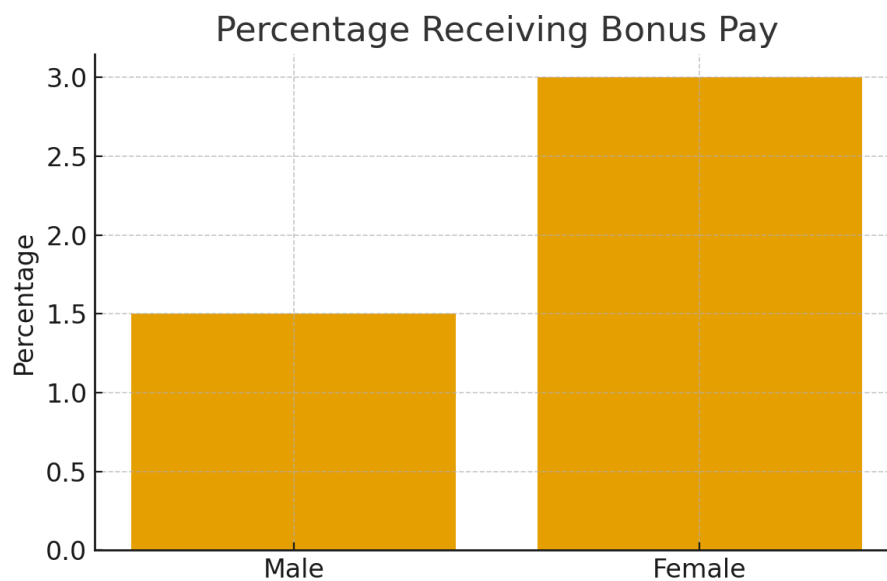
## 3. Mean and Median Hourly Pay

- Mean hourly pay: Male €13.72, Female €13.82, representing a -0.73% pay gap in favour of women.
- Median hourly pay: Equal at €13.50, resulting in no median pay gap.

## 4. Bonus Pay

Gender	Received Bonus (%)
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Male	1.50%
Female	3.00%



## 5. Commentary & Commitment

We are pleased to report that we have no median gender pay gap and that our mean gender pay gap is minimal and in favour of women. Clean Habit remains committed to developing an inclusive culture, ensuring equal opportunities for progression, fair reward structures, and ongoing review of our policies to support equity across all roles.