

## Gender Pay Gap Report 2025 – Johnson Cleaners (UK) Limited

Johnson Cleaners (UK) Limited (JCUK) employs 551 colleagues across the UK and is part of Timpson Group. We welcome Gender Pay Gap reporting as an important measure of transparency and accountability. It gives us the opportunity to reflect openly on our pay data, to understand the factors that shape the figures, and to consider what more we can do to support fairness and opportunity for all colleagues. We remain committed to creating an environment in which people are recognised for their contribution and are able to progress on merit across the business.

### **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 2025. 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 2025**

Johnson Cleaners (UK) Limited (JCUK) continues its commitment to improving gender equality and inclusivity across our organisation. Comparing the latest snapshot from 5th April 2025 to the previous year’s submission (5th April 2024), several notable 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 2025 and it also shows the bonus gap for the 12 months to 5th April 2025.

	<b>2025</b>	<b>2025</b>	<b>2024</b>	<b>2024</b>
	<b>Mean</b>	<b>Median</b>	<b>Mean</b>	<b>Median</b>
<b><u>JCUK Gender Pay &amp; Bonus Gap</u></b>				
Difference between men and women				
<b>Gender Pay Gap</b>	<b>14.4%</b>	<b>2.4%</b>	<b>13.5%</b>	<b>4.2%</b>
<b>Gender Bonus Gap</b>	<b>47.0%</b>	<b>22.4%</b>	<b>32.9%</b>	<b>7.6%</b>

- **Gender Pay Gap** – Our mean gender pay gap increased slightly from 13.5% in 2024 to 14.4% in 2025, indicating that female colleagues continue to earn less on average per hour than male colleagues. Encouragingly, the median pay gap improved from 4.2% to 2.4%, suggesting better balance at the midpoint of our pay distribution.
- **Gender Bonus Gap** – The mean gender bonus gap widened from 32.9% in 2024 to 47.0% in 2025, and the median bonus gap rose from 7.6% to 22.4%. Whilst bonus participation remains high, bonus values continue to be influenced by the concentration of higher-paid and senior roles, where male representation remains stronger.

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

**Proportion of male and female colleagues receiving bonus pay**

	<u>2025</u>
<b>Female</b>	<b>96%</b>
<b>Male</b>	<b>92%</b>

- **Bonus Distribution** – In 2025, 96% of female colleagues received a bonus compared with 92% of male colleagues, demonstrating broad access to bonus opportunity across the JCUK colleague population.

**Pay quartiles** – the next table shows the proportion of male colleagues and female colleagues across JCUK in four approximately equal-sized groups, with the quartiles containing 138, 138, 138 and 137 colleagues respectively.

	<b>Lower Quartile</b>	<b>Lower- middle Quartile</b>	<b>Upper middle Quartile</b>	<b>Upper Quartile</b>
	<b>2025</b>	<b>2025</b>	<b>2025</b>	<b>2025</b>
<b>Female</b>	<b>85%</b>	<b>87%</b>	<b>82%</b>	<b>61%</b>
<b>Male</b>	<b>15%</b>	<b>13%</b>	<b>18%</b>	<b>39%</b>

- **Quartile Representation** – Female representation remains strong across all pay quartiles, at 85%, 87%, 82% and 61% respectively. This shows strong representation of female colleagues throughout JCUK, including in higher-paid roles, albeit with a lower upper quartile than last year.

**Our view on our pay gap.**

Johnson Cleaners (UK) remains committed to supporting fair pay, equal opportunity and career progression for all colleagues. We will continue to review our data, to consider the factors influencing our Gender Pay Gap, and to encourage an inclusive working environment in which colleagues can develop and succeed on merit. We recognise the importance of being open about our position and of continuing to reflect on how we can improve over time.

I confirm that our data in this report is accurate.



**Paresh Majithia**  
Finance Director