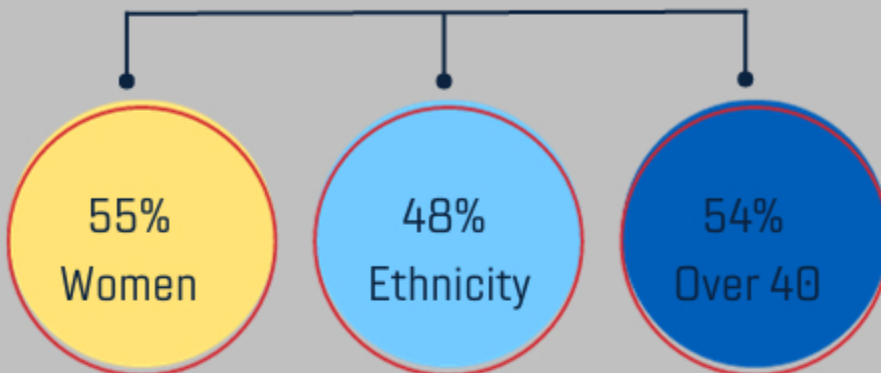




ESG & DEI STATS FOR 2023

Diversity Stats: Women Owned, Racially and Generationally Diverse



We are a proud WOMEN-owned business in the janitorial industry. More than half of our employees are women.

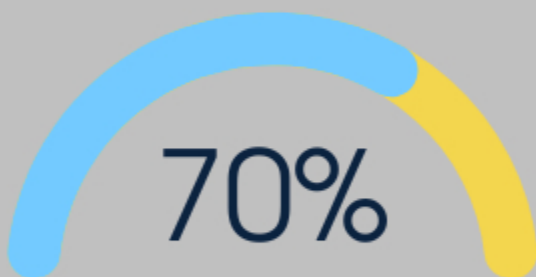
Almost half of our employee base is diverse including 38% of our management team.

We have a largely diverse age group including almost half millennials and 54% of staff are over 40.

**Over \$15,000+
given annually
for employees
in crisis.**

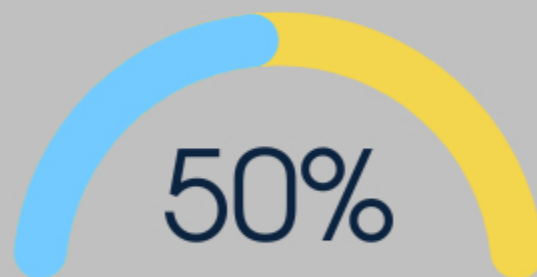


When employees face life crises such as house fires, the loss of a loved one, or difficult life circumstances, our Superclean family surrounds them with Meal Trains, Financial Donations, extra PTO, and other accommodations. In the last year we have raised over \$15,000+ for employees in crisis situations.



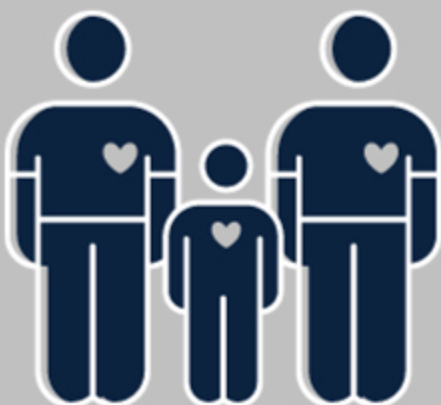
EMPLOYEE DEVELOPMENT

We are proud that 70% of our new Account Managers are internal promotions. Of those promotions, 50% are ethnically diverse. The long tenure and development in our team is one way we provide great customer service and long lasting relationships to our clients.



OFFICE REFERRALS

Employee referral programs have provided a higher retention rate and often better recruitment. Within our referrals, the turnover rate is less than 10%. There is also a 40% chance of promotion in a year within our referral program.



**Over 300 sympathy
flowers and 1,000
birthday cookies
sent for Employee
Engagement**

Superclean Company prides itself in family culture and Employee Engagement. We support employees in all life stages including weddings, baby showers, and birthdays! We also love a good potluck! We recognize these life events through gifts and announcements in our quarterly company calls.