

Gender Pay Gap Report

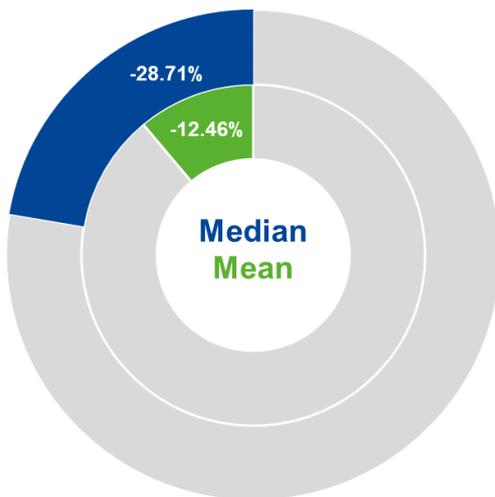
Introduction

Yorwaste Ltd. is committed to being an equal opportunities employer and supports diversity in our workforce. Since April 2017, Yorwaste has increased the proportion of females in both operational and management roles and ensures development and progression opportunities are open to all staff.

This information is published as required by the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 to show the gender pay gap levels within our business.

This report contains the Gender Pay Gap and Bonus Gender Pay Gap findings for all employees of Yorwaste Ltd. based on the “snapshot date” of 5th April 2018 as an employing entity of 250 or more employees, and with reference to the ACAS guidelines for reporting where appropriate. These results are also published on the Gov.uk website.

Gender Pay Gap

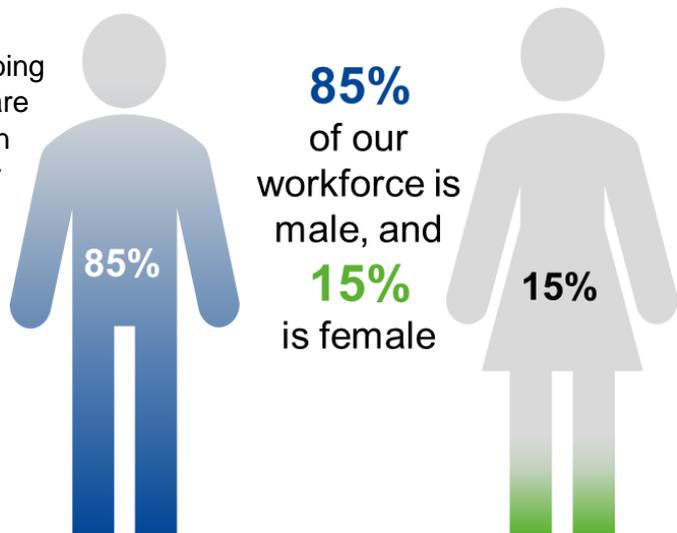


The median gender pay gap shows the difference between the middle hourly rate of pay for men and women, while the mean pay gap shows the difference between average hourly earnings.

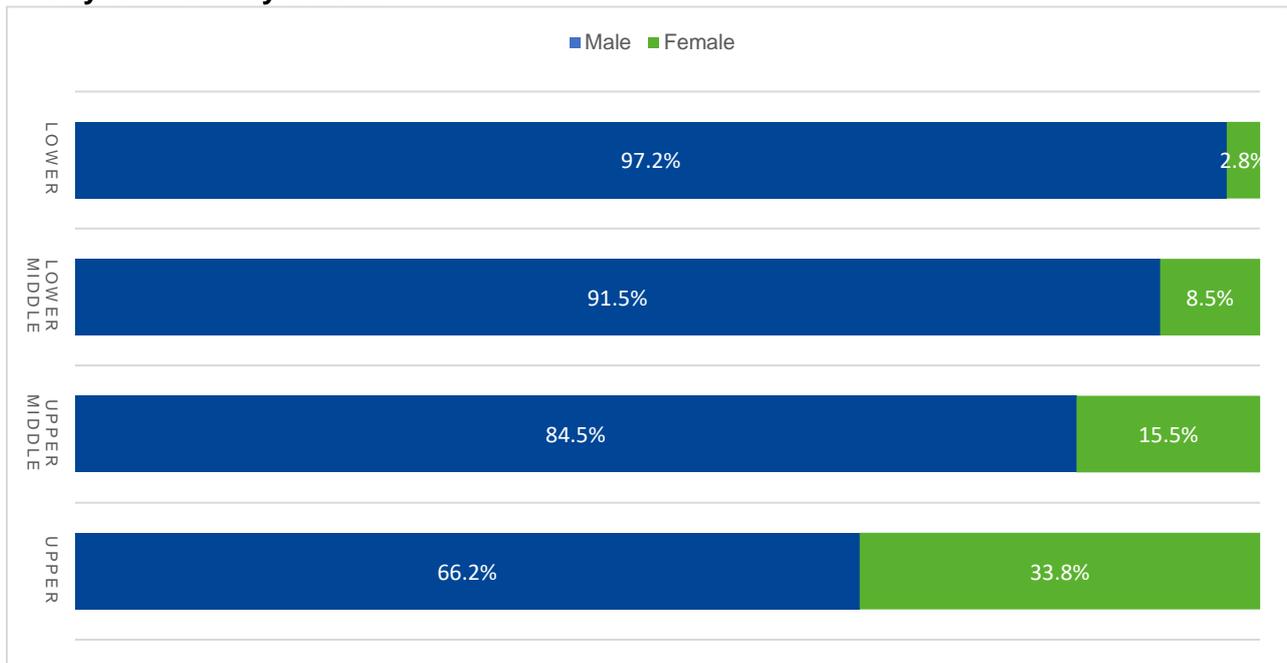
The negative gender pay gap figures (i.e. the average pay for women is greater than the average pay for men) are reflective of the structure of our workforce with 85% of employees as at the “snapshot date” being male. The Waste & Recycling industry employs predominantly male workers, particularly in front-line operational roles.

Where male and female employees are doing equivalent jobs across the business, they are paid an equal rate of pay. We review this on an annual basis to ensure a clear pay structure has both consistency and equality.

While 15% of the workforce is female, there are proportionately more females than males in professional, administrative and managerial roles which attract higher pay rates.



Pay Quartiles by Gender



This breakdown shows the male:female percentages of Yorwaste’s workforce in each pay quartile. These figures are established by ranking the entire workforce in order of hourly pay from lowest to highest, then dividing them into four equal quartiles and then calculating the proportion of male and female employees in each group.

The gender split in the upper middle quartile is indicative of the male:female percentages across the whole business. The gender split in the lower and lower middle quartile show that the majority of the workforce in the lower half of the pay range are in the majority male, with an increase in the female workforce in the upper quartile, which is indicative of the higher number of females in professional and managerial roles in Yorwaste.

Bonus Gender Pay Gap

Yorwaste bonuses are discretionary and only accrue to a small percentage of the total workforce, mostly in the senior management grades. As a result, the mean gap also reflects the higher proportion of females in the upper pay quartile.

Mean Bonus Pay Gap

