

## Gender Pay Gap Report as at 5<sup>th</sup> April 2019

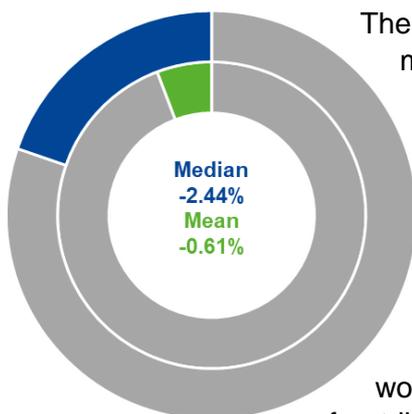
### Introduction

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 5<sup>th</sup> April 2019 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

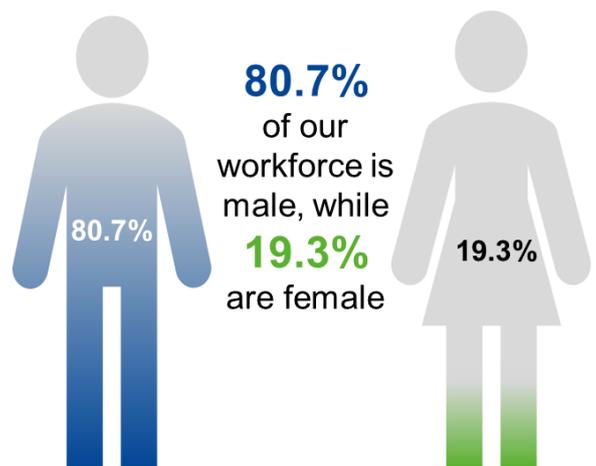


The median gender pay gap shows the difference between the middle hourly rate of pay for men and women, while the mean pay gap shows the difference between average hourly earnings.

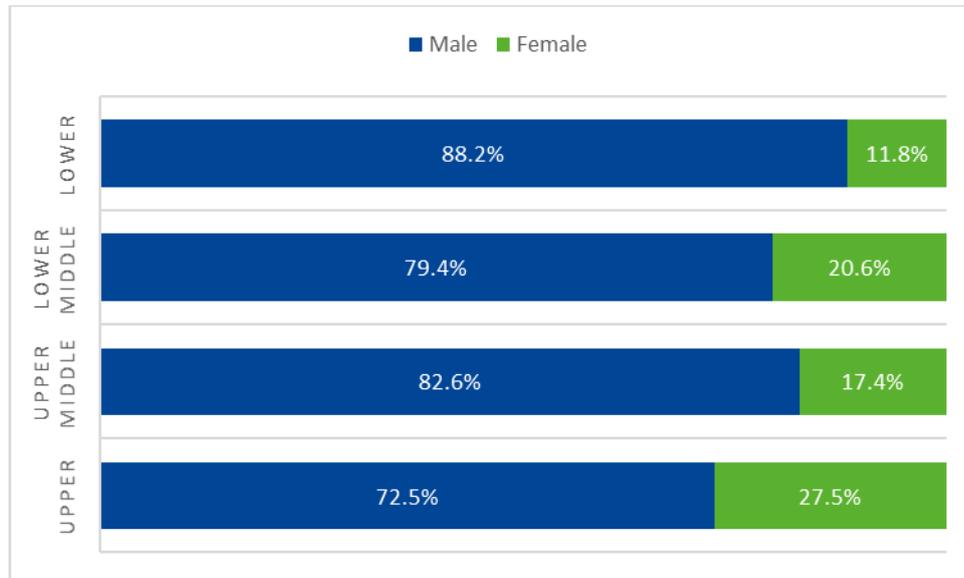
2019 showed Yorwaste Ltd.’s negative gap narrowing, meaning that, on average, female employees were paid more than male employees as at the “snapshot date”. However, due to the increase in female employees, this gap has reduced significantly compared to previous years. This continues to be reflective of a predominantly male workforce, with 80.7% of our workforce being male, and the increase in females working in the front-line roles

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

These figures show an increase in female employees within the business, from 15.1% in 2018 to 19.3% in 2019. While the majority of female employees continue to work in office-based and managerial roles, Yorwaste Ltd. has seen an increase in female employees in front-line roles, which is indicative in the Pay Quartiles by Gender figures below.



## 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 all quartiles are indicative of the male:female percentages across the whole business. The lower, lower-middle and upper-middle quartiles all show an increase in female employees within each pay range compared to 2018, while the upper quartile shows an increase in male employees. This is reflected in the shift in the overall gender pay gap, showing more female employees in the front-line, operational and administrative roles; and more male employees in the higher-paid professional and management roles.

## Bonus Gender Pay Gap

Yorwaste bonuses are discretionary and only apply to a small percentage of the total workforce, mostly in the senior management grades.

The mean bonus pay gap shows a significant change since 2017, while the proportion of males and females in receipt of a bonus has stayed about the same.

### Mean Bonus Pay Gap

