Gender Pay Gap Report as at 5th April 2026

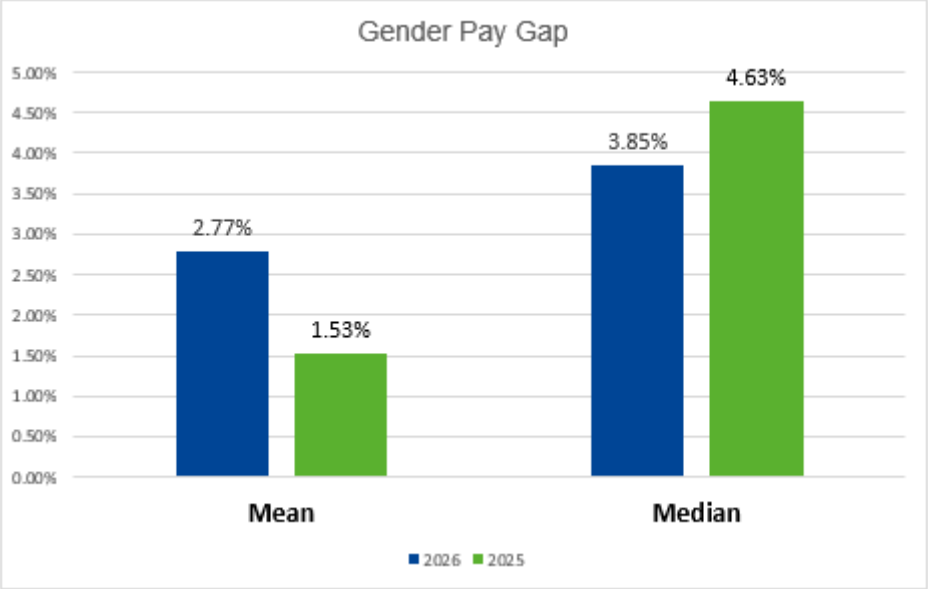
Introduction

Yorwaste Ltd. is an equal opportunities employer and supports diversity in its workforce. Whilst the waste management industry has traditionally been male dominated, Yorwaste actively encourages the recruitment of females into operational 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 2026 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



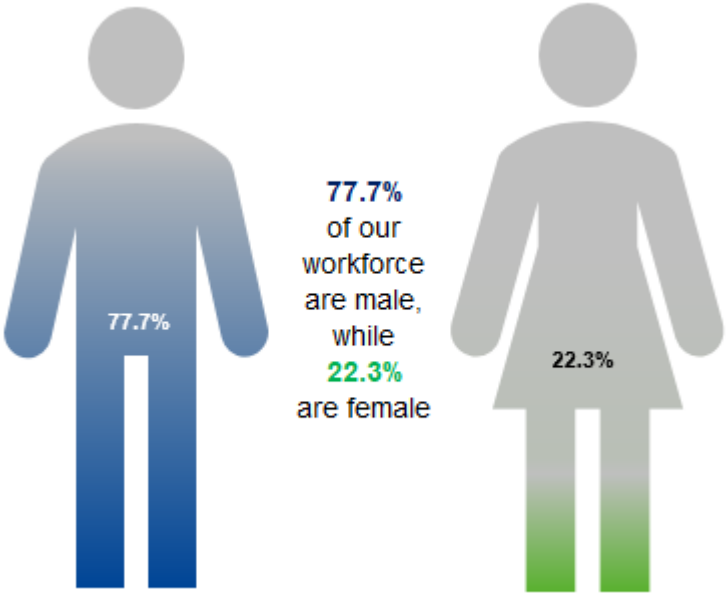
The above graph shows the median and mean gender pay gaps for 2026 and 2025. The median gender pay gap shows the difference between the middle hourly rate of pay for men and women, while the mean pay gap shows the difference between average hourly earnings.

In 2026 Yorwaste Ltd.'s mean gap slightly increased, meaning that, on average, male employees were paid slightly more than female employees as at the "snapshot date". The median pay gap slightly decreased, meaning there has been a slight change between the middle male and female hourly rates, with the "middle" male being paid slightly more than the "middle" female.

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,

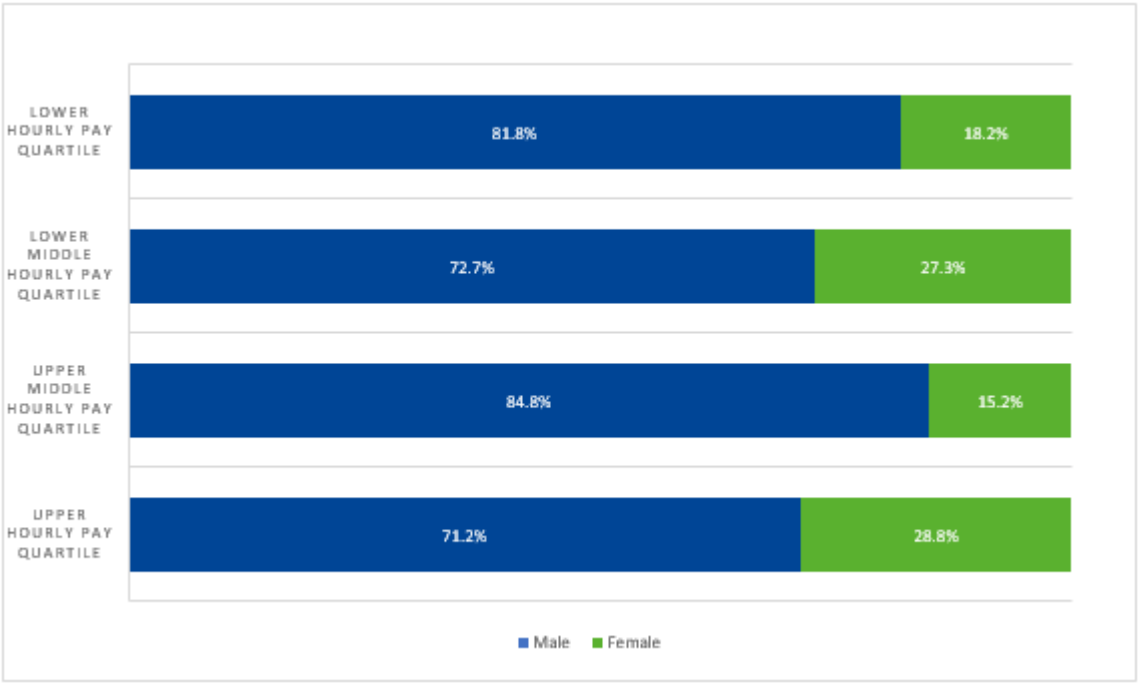
which has both consistency and equality. All front-line roles are paid at the same rate based on the role carried out. The annual pay review ensures administrative, and management roles' salaries are similarly aligned. Any gender pay gap therefore indicates the different mix of male / female staff across roles.

The percentage of female employees within the business was slightly more than the previous year at 22.3% (2025: 20.6%)

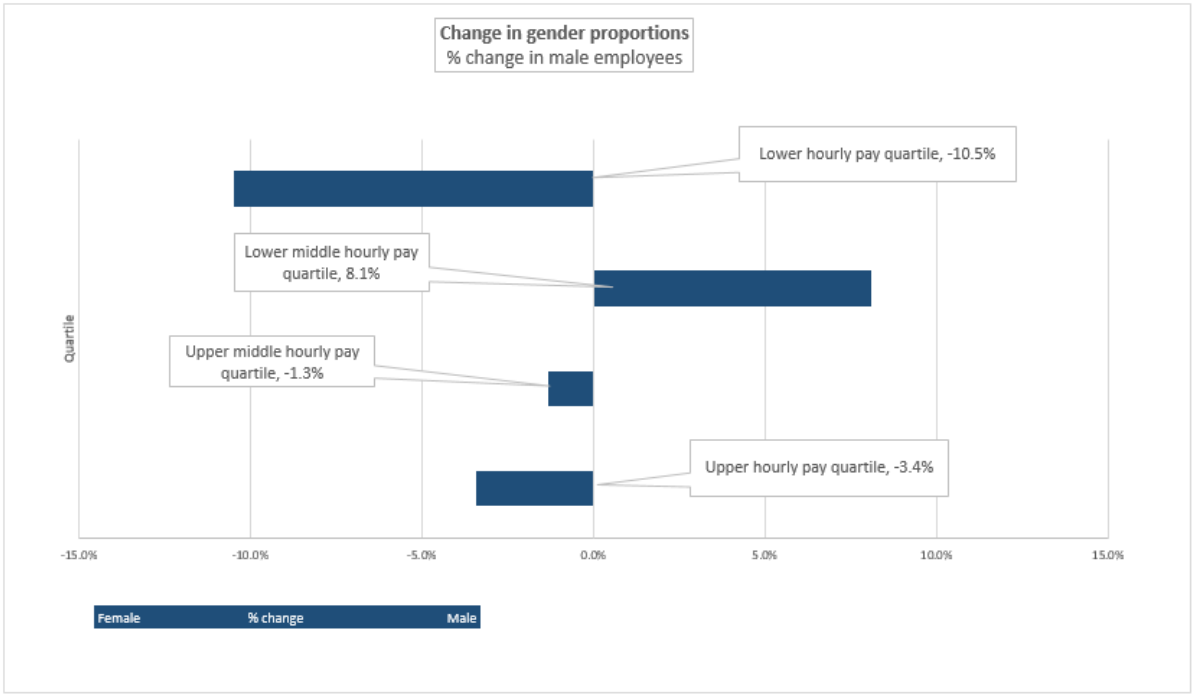


Pay Quartiles by Gender

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.

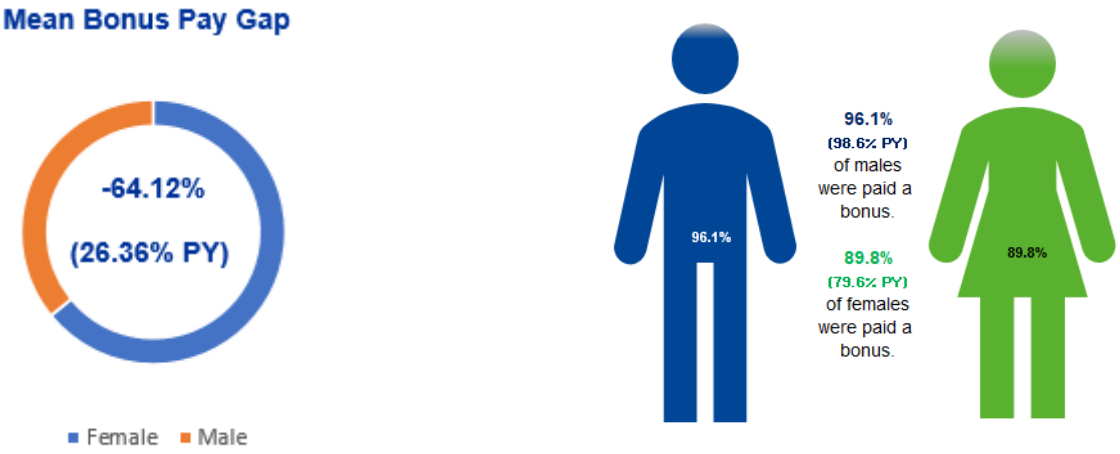


Further analysis shows the change in male:female percentages per quartile, compared to the last report, as follows:



Bonus Gender Pay Gap

PRP (Performance-Related Pay) and bonus schemes form part of Yorwaste's overall reward framework and are awarded based on individual and business performance. Yorwaste regularly reviews its reward processes to ensure they are fair, transparent, and aligned with its commitment to equality, diversity, and inclusion.



These figures show a change in the mean of 90.48% between males and females receiving bonus payments compared to 2025, this means that the average female bonus was higher, than the male. The mean varies widely year on year due to which groups of employees achieve their bonus targets. The median is 40.85% meaning the middle female received less bonus than the middle male.