

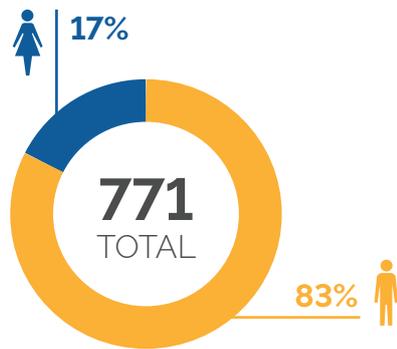
GRUNDON

Grundon Waste Management
Gender Pay Gap Report 2018

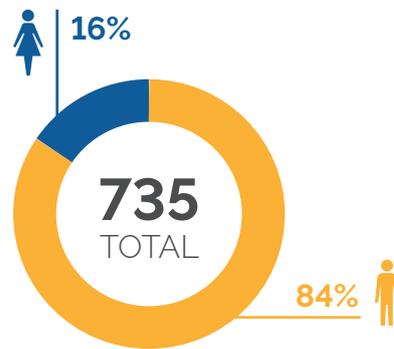
Gender Pay Gap Report

Grundon Waste Management Ltd has prepared this report in line with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 and the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017, with the snapshot date of 5 April 2018.

At Grundon, we strive to ensure that we have a workforce that reflects the diversity of the local communities in which we operate and we are committed to achieving equality and diversity by ensuring that we employ the best people with the appropriate skills, qualifications, aptitude and attitude. Once employed, we want to ensure that our employees are able to reach their full potential, and we are confident that our Gender Pay and Gender Bonus Gap does not stem from paying males and females differently for the same or equal work.



A total of 771 workers were categorised as "relevant employees" and used in the reporting of bonus pay gap statistics. Of these **771** workers, **641 (83%)** are male and **130 (17%)** are female.



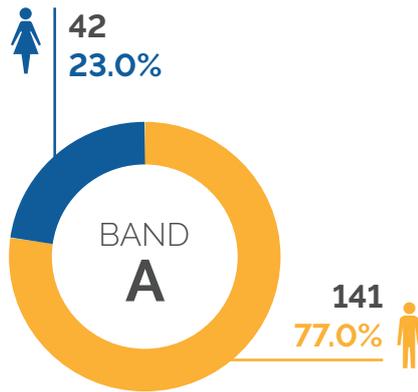
735 employees were classified as "full-pay relevant employees" and were used in the reporting of hourly pay gap statistics. Of these **735** employees, **617 (84%)** are male and **118 (16%)** are female.

Gender Pay Gap

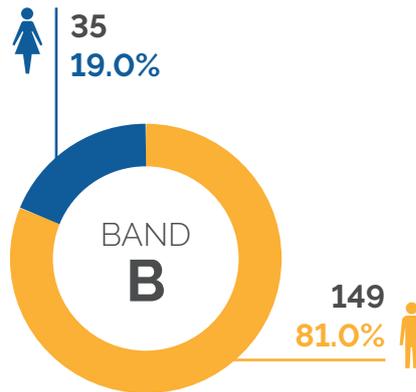
We are again pleased to report that both of our pay gap figures are considerably lower than the reported October 2018 Office for National Statistics (ONS) Annual Survey of Hours and Earnings (ASHE) of 17.9%.

Hourly Fixed Pay Gap		
	Mean	Median
Hourly Fixed Pay	8.9%	9.8%

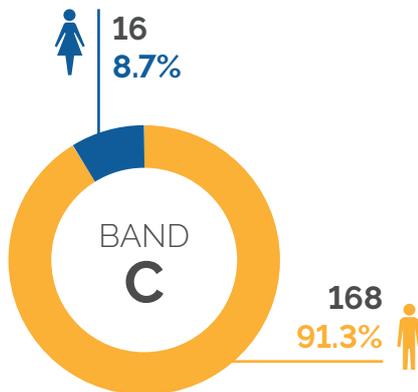
Pay Quartiles by Gender



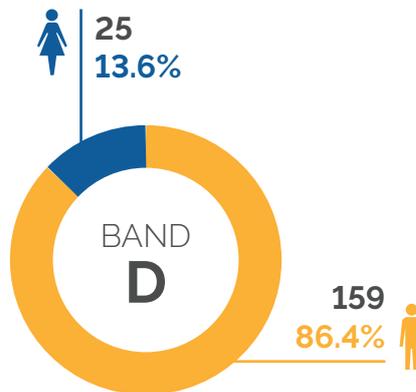
Includes all employees whose standard hourly rate places them at or below the lower quartile.



Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median.



Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile.



Includes all employees whose standard rate places them above the upper quartile.

Gender Bonus Gap

Our employees are rewarded with bonus payments in a number of ways.

We operate a discretionary annual bonus and an annual loyalty bonus which is paid to qualifying employees based on company performance and service, and this explains why a large proportion of our employees were paid a bonus in the twelve months prior to the snapshot date of 5 April 2018. The way in which these two bonuses are paid in applied fairly across all roles.

The proportion of employees awarded bonuses in 2017/18 was:



Where an employee did not earn bonus in the 2017/18 period, this was due to the qualifying rules of the scheme, which are generally service related.

Other bonus payments are made up of either commission, which is paid to our Sales team for achieving sales targets, or weekly bonuses, which feature heavily in the overall pay structure for our LGV Drivers, of whom 99% are male and form almost 39% of our overall workforce. The transport industry still has a reported shortage of LGV Drivers, and we therefore continue to believe that the bonus schemes that we apply to this group of employees is fair and appropriate in order to attract and retain employees in these roles.

Bonus Pay Gap		
	Mean	Median
Bonus Pay	54.1%	52.5%

Compared to the 2017 snapshot date, our Bonus Pay Gap reduced by 17.9% (Mean), and 22.4% (Median). This is due to a larger discretionary bonus being paid across the company in the twelve months up to the 2018 snapshot date, compared with the twelve months up to the 2017 snapshot date.

We confirm that the information reported is accurate and in accordance with the UK Government's Equality Act 2017 (Gender Pay Gap Information) Regulations 2017.

Clayton Sullivan-Webb
Managing Director