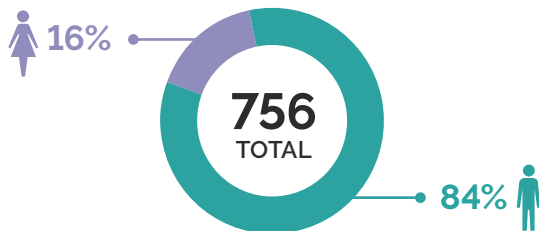
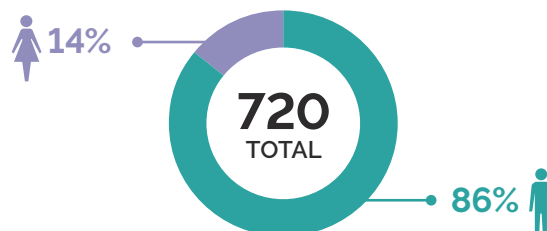


Gender Pay Gap Report

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



A total of 756 workers were categorised as "relevant employees" and used in the reporting of bonus pay gap statistics. Of these **756** employees, **635 (84%) are male**, and **121 (16%) are female**.



720 employees were classified as "full-pay relevant employees" and were used in the reporting of hourly pay gap statistics. Of these **720** employees, **619 (86%) are male** and **101 (14%) are female**.

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.**

GENDER PAY GAP

We are pleased to report that at 9% our Mean Gender Pay Gap is considerably lower than the reported October 2017 Office for National Statistics (ONS) Annual Survey of Hours and Earnings (ASHE) of 17.4%, and our Median Gender Pay Gap of 7.6%, lower than the October 2017 ONS ASHE figures of 18.4%

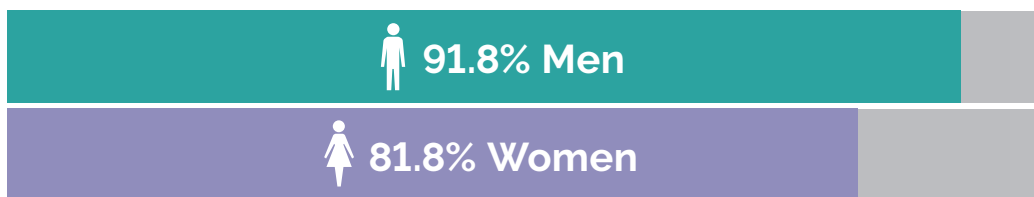
| Hourly Fixed Pay Gap | | |
|----------------------|------|--------|
| | Mean | Median |
| Hourly Fixed Pay | 9% | 7.6% |

GENDER BONUS GAP

We reward our employees with bonus payments in a number of ways.

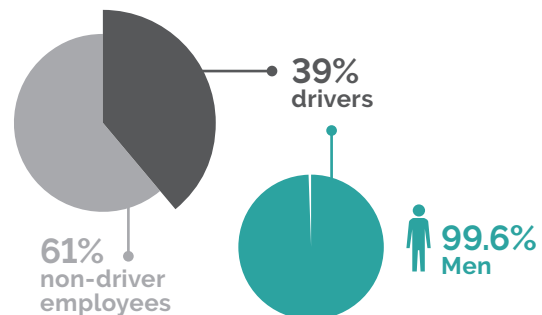
We operate a discretionary annual bonus which is paid to qualifying employees based on company performance. This explains why a large proportion of our employees were paid bonus in the twelve months prior to the snapshot date of 5th April 2017. The way in which this bonus is paid is applied fairly across all roles.

The proportion of employees awarded bonuses in 2016/17 was:



Where an employee did not earn any bonus in 2016/17, this was due to the qualification rules of the scheme, which are generally service related.

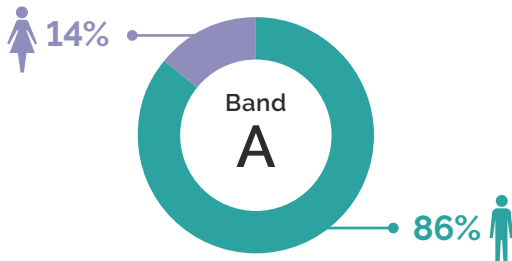
Other bonus payments are made up of either commission, which is paid to our Sales team, or weekly bonuses, which feature heavily in the overall pay structure for our LGV Drivers, of whom 99.6% are male and form 39% of our overall workforce. According to the Road Haulage Association, the UK has a reported shortage of 50,000 LGV Drivers, and we therefore believe that the bonus schemes that we apply to our LGV Drivers is fair and appropriate in order to attract and retain employees in these roles.



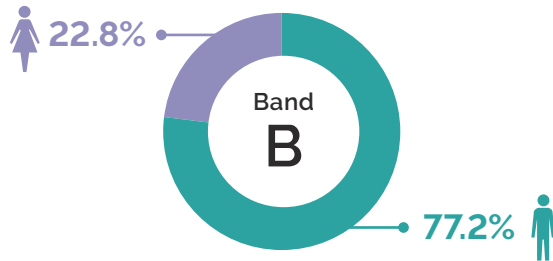
| Bonus Pay Gap | | |
|---------------|------|--------|
| | Mean | Median |
| Bonus Pay | 72% | 74.6% |

While we acknowledge that our Bonus Pay Gap is higher than the ONS ASHE October 2017 reported figures of 71% (mean) and 44.1% (median), **we are absolutely confident that bonus rules and entitlements are applied to men and women equally based on the role that they are carrying out.**

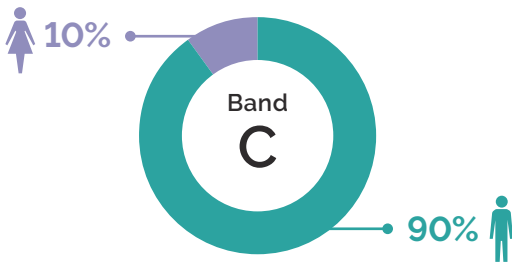
PAY QUANTILES BY GENDER



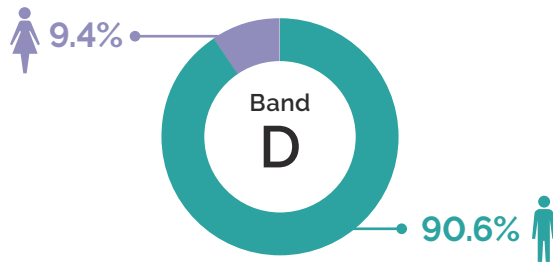
Includes all employees whose standard hourly rate places them **at or below the lower quartile**



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 hourly rate places them **above the upper quartile**

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