

GRUNDON

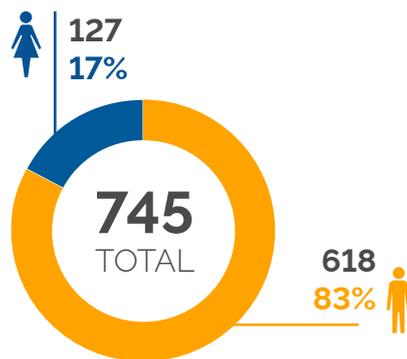
Grundon Waste Management
Gender Pay Gap Report 2025

Gender Pay Gap Report

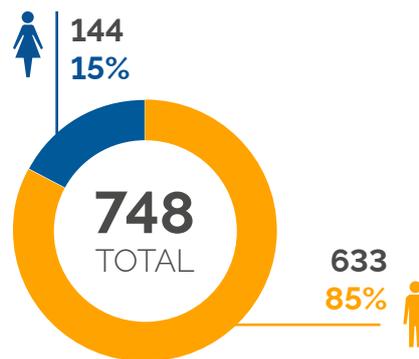
Grundon Waste Management Ltd has prepared this report in line with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 and Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017, with the snapshot date of 5 April 2025.

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 can 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.

Relevant employees:



A total of **745 employees** were classified as “**full-pay relevant employees**” and were used in the reporting of hourly pay gap statistics. Of these 745 employees, **618 (83%)** are male, and **127 (17%)** are female.



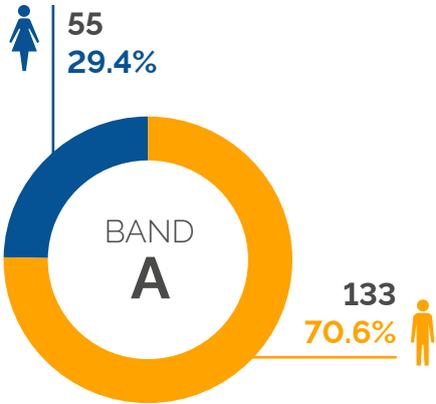
748 employees were included in the reporting of bonus pay gap statistics. Of these 748 employees, **633 (85%)** are male and **144 (15%)** were female.

Gender Pay Gap

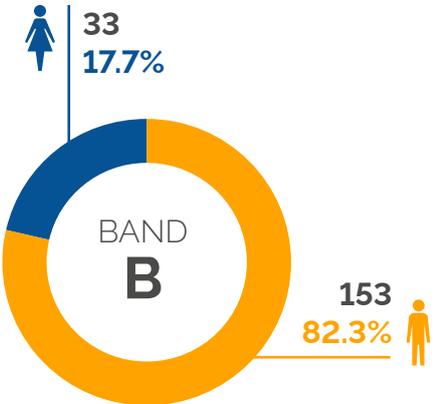
As of April 2025, the reported Median Gender Pay Gap for all employees within the UK from the Office for National Statistics (ONS) Annual Survey of Hours and Earnings (ASHE) was 12.8%.

Hourly Fixed Pay Gap		
	Mean	Median
Hourly Fixed Pay	13.29%	8.24%

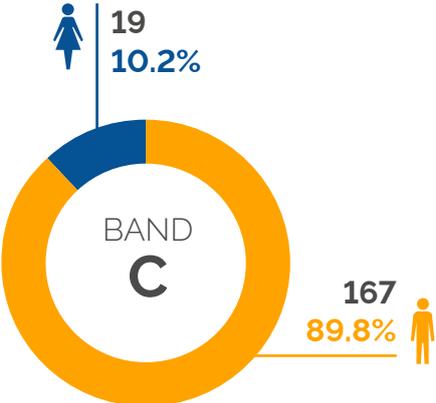
Pay Quartiles by Gender



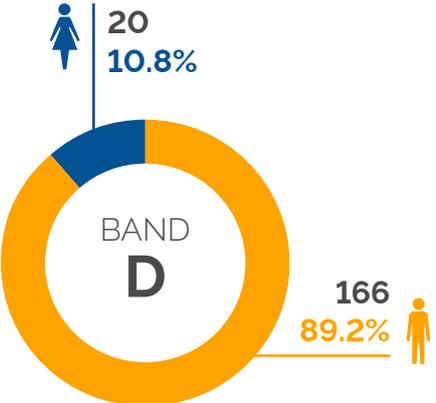
Includes all employees whose standard hourly pay rate places them **at or below the lower quartile:**



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 place them **above the upper quartile**

Gender Bonus Gap

At Grundon, we operate a discretionary annual performance bonus scheme and an annual loyalty bonus. The only criteria for employees receiving these bonuses are the length of service, otherwise, all employees qualify for these bonuses, where they are paid based on company performance and service.



The company was able to reward both the annual performance bonus and the loyalty bonus during the 12 months prior to the snapshot date.

Other bonus payments are made up of either commission, which is paid to our Sales teams for achieving sales targets, yearly bonus, or weekly bonuses, which continue to feature heavily in the overall pay structure for our HGV and LGV Drivers, of whom over 99% are male and who made up approximately 43% of our workforce at the snapshot date.

Bonus Pay Gap		
	Mean	Median
Bonus Pay	62.92%	66.80%

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

Clayton Sullivan-Webb
Chief Executive Officer