

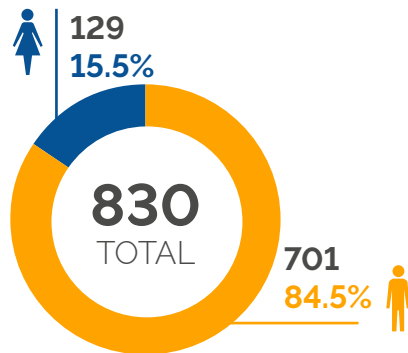
GRUNDON

Grundon Waste Management
Gender Pay Gap Report 2020

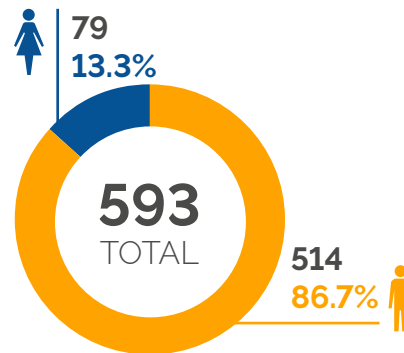
Gender Pay Gap Report

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 2020.

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 **830** workers were categorised as "relevant employees" and used in the reporting of bonus pay gap statistics. Of these 830 employees, **701 (84.5%)** are male, and **129 (15.5%)** are female.



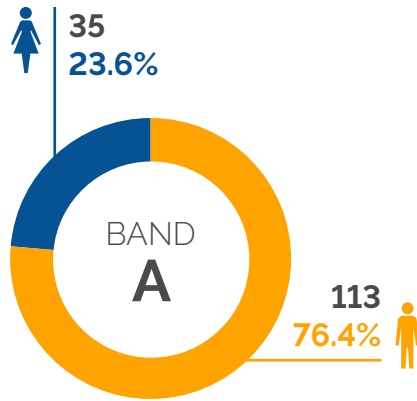
593 employees were classified as "full-pay relevant employees" and were used in the reporting of hourly pay gap statistics. Of these 593 employees, **514 (86.7%)** are male, and **79 (13.3%)** are female.

Gender Pay Gap

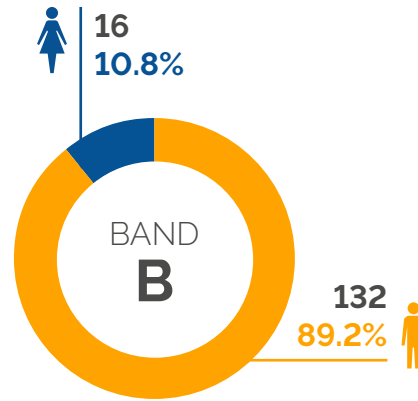
As at April 2020, the reported Median Gender Pay Gap for all employees within the UK from the Office for National Statistics (ONS) Annual Survey of Hours and Earnings (ASHE) was 15.5%, with the Mean Gender Pay Gap being 14.6%. As with previous years, our percentage figures are lower than those reported.

Hourly Fixed Pay Gap		
	Mean	Median
Hourly Fixed Pay	13.6%	10%

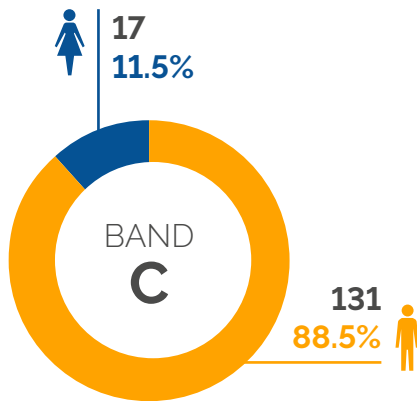
Pay Quartiles by Gender



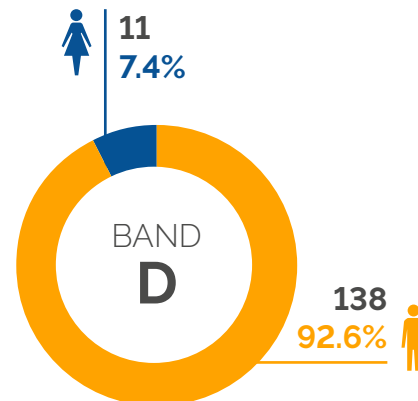
Includes all employees whose standard hourly rate places them **at or below the lower quartile**.



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

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

The proportion of employees awarded bonuses in 2019/20 was:



Where an employee did not earn bonus in the 2019/20 period, this was due to the qualifying rules of our schemes.

Other bonus payments are made up of either commission, which is paid to our Sales teams for achieving sales targets, or weekly bonuses, which feature heavily in the overall pay structure for our LGV Drivers, of whom over 99% are male and who made up over 41% of our overall workforce as at the snapshot date.

The shortage of LGV Drivers within the transport industry in the UK are well documented and we therefore continue to believe that the bonus schemes that we apply specifically to this group of employees is fair and proportionate in order to attract and retain people in these roles.

Bonus Pay Gap		
	Mean	Median
Bonus Pay	78.05%	87.6%

Compared to our last Gender Pay Gap Report produced for the snapshot date in April 2018, our Bonus Pay Gap increased by 23.95% (Mean), and 35.1% (Median). This was due to a Company decision not to award the typically larger discretionary bonus scheme in the twelve months leading up to the snapshot date in 2020. 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