

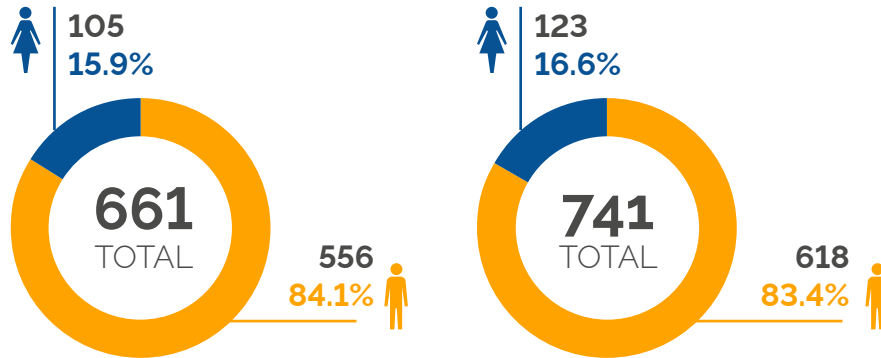
**GRUNDON**

Grundon Waste Management  
**Gender Pay Gap Report 2022**

# 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 2022.

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 **661 employees** were classified as “full-pay relevant employees” and were used in the reporting of hourly pay gap statistics. Of these 661 employees, **556 (84.1%)** are male, and **105 (15.9%)** are female.

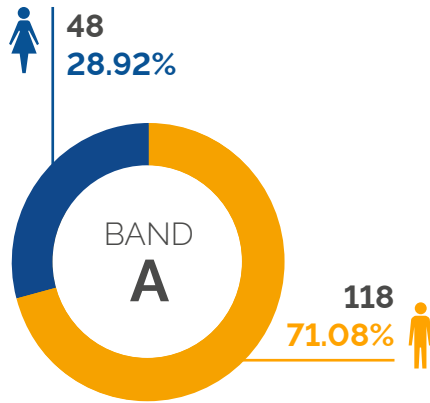
**741 employees** were included in the reporting of bonus pay gap statistics. Of these 741 employees, **618 (83.4%)** are male, and **123 (16.6%)** are female.

## Gender Pay Gap

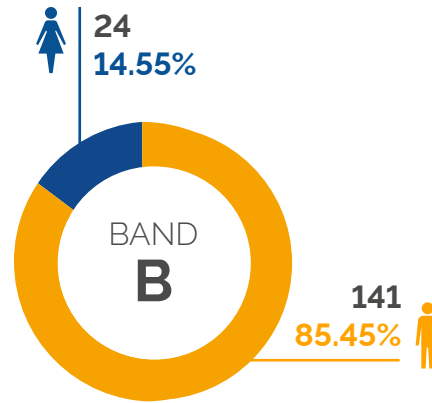
As at April 2022, the reported Median Gender Pay Gap for all employees within the UK from the Office for National Statistics (ONS) Annual Survey of Hours and Earnings (ASHE) was 14.9%.

Hourly Fixed Pay Gap		
	Mean	Median
Hourly Fixed Pay	14.35%	11.74%

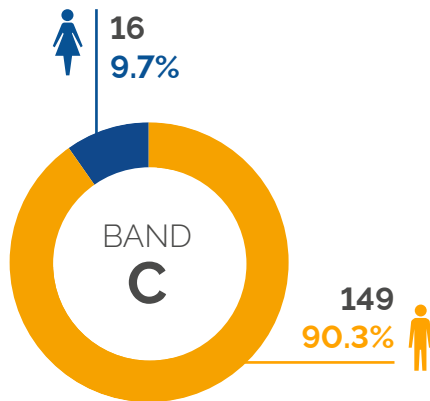
## Pay Quartiles by Gender



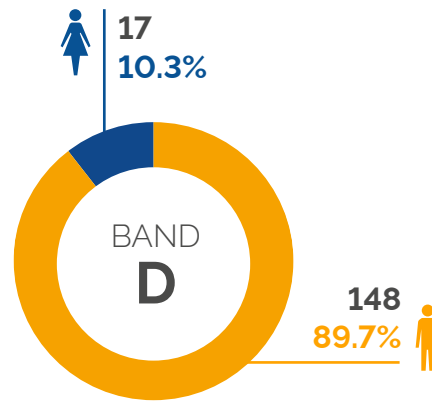
Includes all employees whose standard hourly rate places them **at or below the lower quartile**



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 hourly rate places 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 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 2021/22 was:



The company was able to award both the annual performance and the loyalty bonuses during the 12 months prior to the snapshot date, which had the effect of reducing both our mean and median bonus pay gaps by 25.21% and 34.86% respectively, compared to 2020/21.

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 approximately 40% of our overall workforce as at the snapshot date.

Bonus Pay Gap		
	Mean	Median
Bonus Pay	56.19%	47.04%

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