



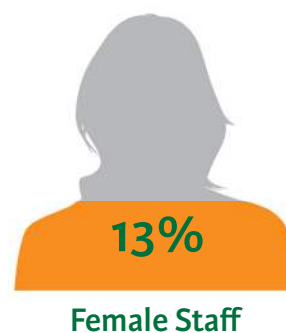
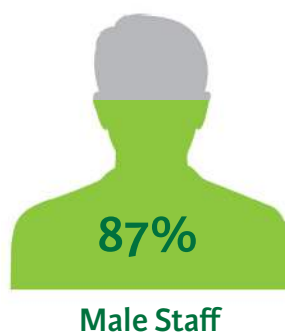
GENDER PAY GAP REPORT

AS AT 4TH APRIL 2018



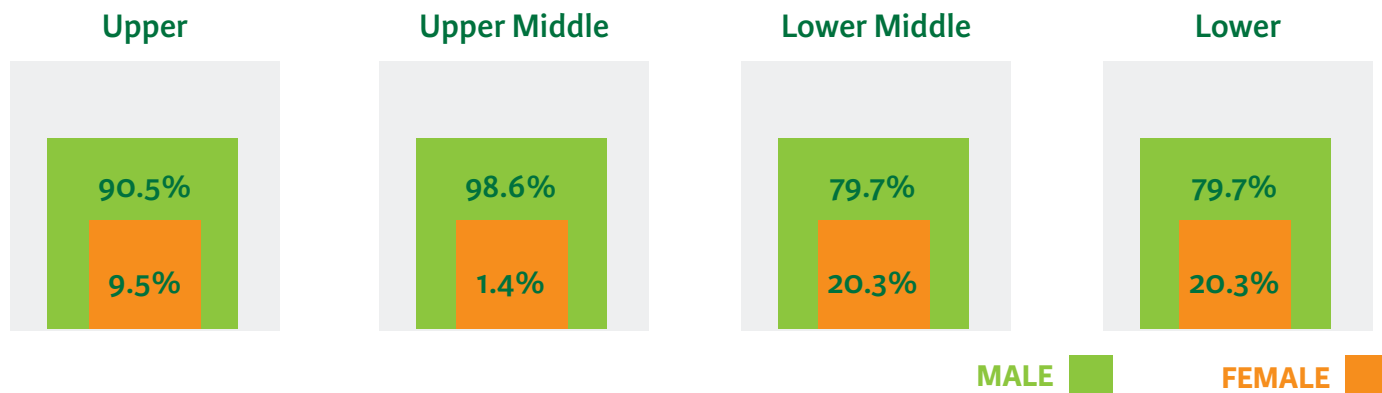
Countrystyle Recycling is a dynamic privately owned resource management & waste recycling business operating across the South East.

We are committed to the principle of equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, maternity, sexual orientation, gender reassignment or disability. UK employers with more than 250 employees are required to publish information that shows gender pay gap levels. At the reporting date of 4th April 2018, Countrystyle Recycling employed 300 members of staff. The percentage split between male and female members of staff was as follows:

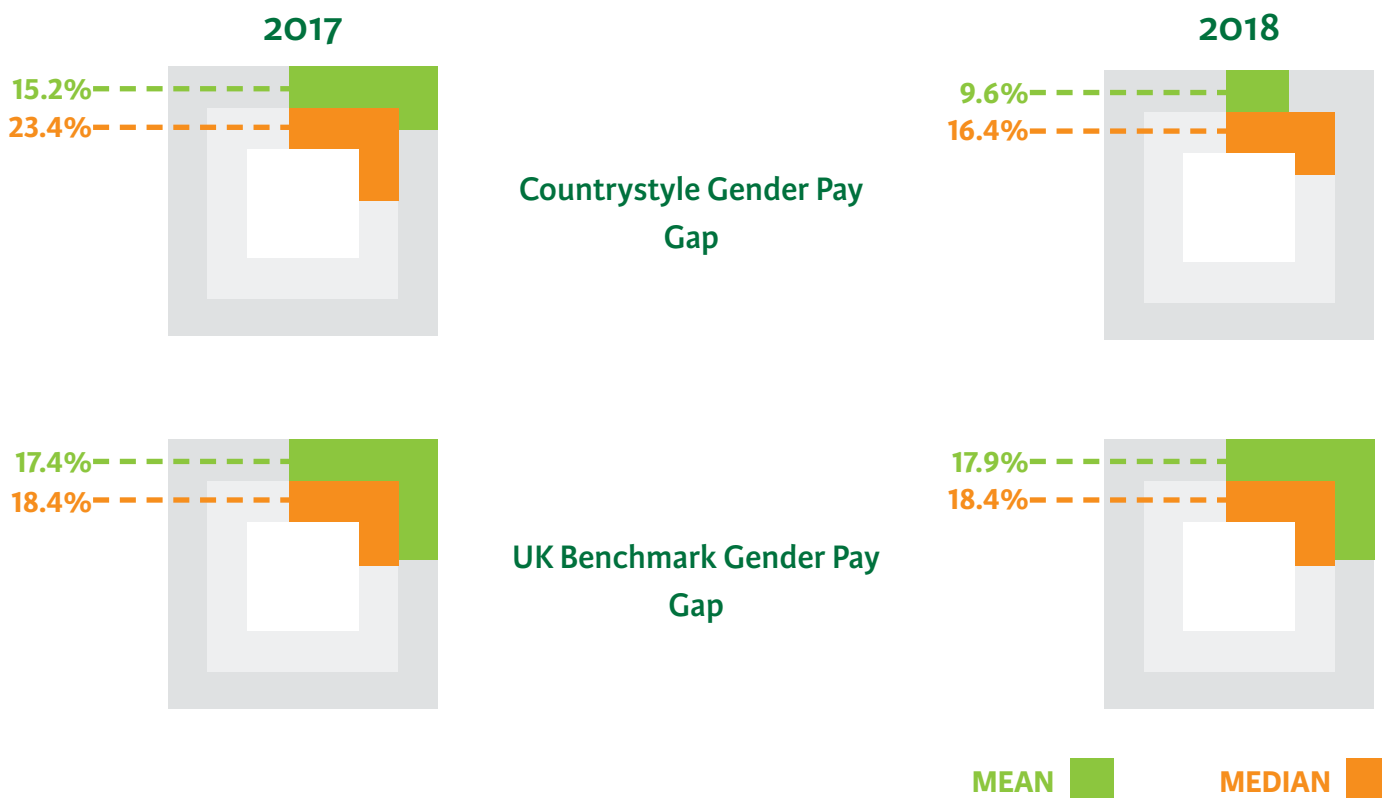




PROPORTION OF MALE & FEMALE EMPLOYEES BY QUARTILE PAY BANDS



GENDER PAY GAP SUMMARY





GENDER BONUS GAP



Received Bonus:
79.1%



Received Bonus:
0%

During the financial year ending 30th April 2017, Countrystyle did not make a bonus payment under its discretionary bonus scheme, to which all salaried staff are members. Hourly paid staff received performance related payments (which count as bonus under the Gender Pay Gap reporting rules) during the course of the financial year. Accordingly, due to the fact that Countrystyle did not employ female staff on our hourly rates during the reporting year, only male staff received these payments, which has resulted in a 100% bonus pay gap (mean) for the period.

WHAT IS COUNTRYSTYLE DOING TO ADDRESS ITS GENDER PAY GAP?

Countrystyle is delighted to see a significant improvement in its mean gender pay gap for the period. There were specific circumstances that resulted in a worsening of the mean bonus pay gap and all salaried staff (men and women, including directors) were impacted by not receiving a discretionary bonus for FY 2017.

In addition, we carried out the following to help reduce our gender pay gap further:

- Pay audits at regular intervals;
- Provide regular training for all managers and other staff member who are involved in pay reviews;
- Evaluate job roles and pay grades as necessary to ensure a fair structure
- Provide support for women returning to work and actively ensure men are aware of their shared parental leave entitlement

Countrystyle is therefore confident that its gender pay gap does not stem from payment of men and women differently for the same or equivalent work. Rather its gender pay gap is the result of the roles undertaken by men and women within the organisation and the salaries that these roles attract. We actively encourage women to apply for senior roles and currently 40% of our senior roles are undertaken by women.

Stuart Butler-Gallie
Director of Compliance

