



GENDER PAY GAP REPORT

AS AT 5TH APRIL 2021



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

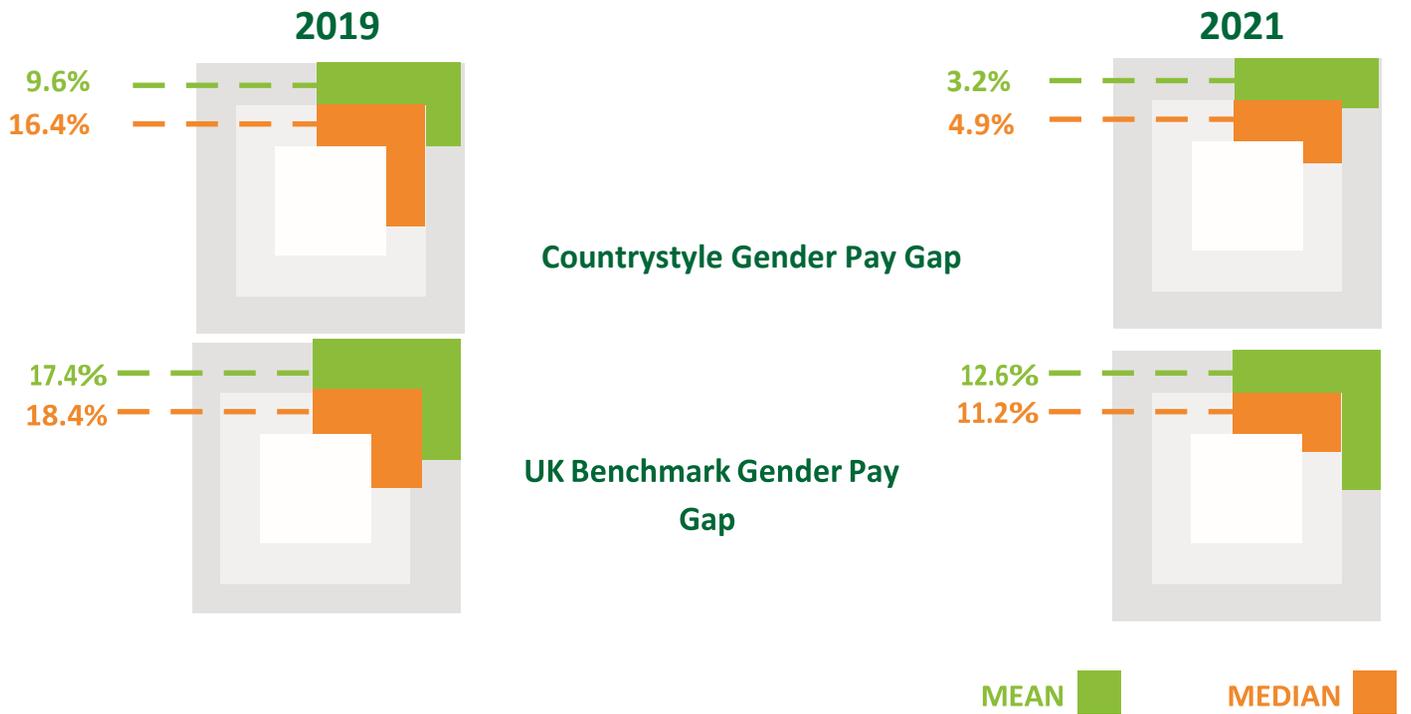
We are committed to the principle of equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, maternity, sexual orientation, gender reassignment or disability. UK employers with more than 250 employees are required to publish information that shows gender pay gap levels. At the reporting date of 5th April 2021, Countrystyle Recycling employed 273 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: **88.8%**



Received Bonus: **92.3%**

Countrystyle operates a yearly discretionary performance bonus scheme for salaried staff (predominantly female) and a weekly KPI bonus scheme for hourly paid staff (predominantly male). Due to the COVID-19 pandemic a number of hourly paid staff were placed on furlough and as a result were not eligible for the KPI bonus. Whereas, salaried staff who were able to work from home remained eligible for the yearly performance bonus. This resulted in 49% of males receiving a bonus compared to 51% of females.

WHAT IS COUNTRYSTYLE CONTINUING TO DO TO ADDRESS ITS GENDER PAY GAP?

Countrystyle is delighted to see a significant improvement in its upper and middle quartile pay bands as a result of more female staff in senior positions. Countrystyle is proud to announce that it now has a female Managing Director, Becky Byrne, who has worked her way up through senior management roles in the Company over 10 years. We can also boast that 75% of our Transport Managers are female and 40% of our International CPC holders are also female. We recognise that we still need to encourage more female staff into hourly paid roles and have introduced HGV and Recycling Operative apprenticeship schemes open to all staff and applicants as part of our strategy to deliver this.

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

Stuart Butler-Gallie
Compliance Director





- 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 57% of our senior roles are undertaken by women compared to 40% in 2020.