



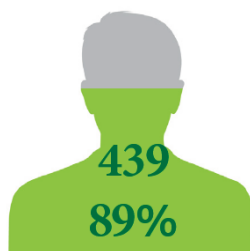
GENDER PAY GAP REPORT

AS AT 5TH APRIL 2022

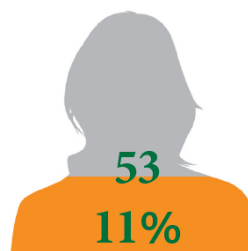


Countrystyle Recycling is a dynamic privately owned resource management & waste recycling business operating across the South East and East Anglia.

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 2022, Countrystyle Recycling employed 492 members of staff. The percentage split between male and female members of staff was as follows:



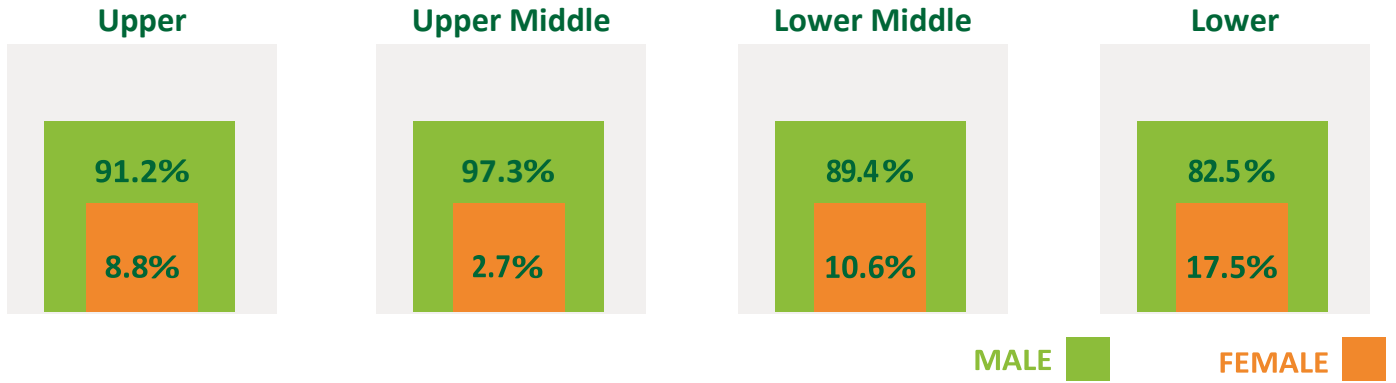
Male Staff



Female Staff

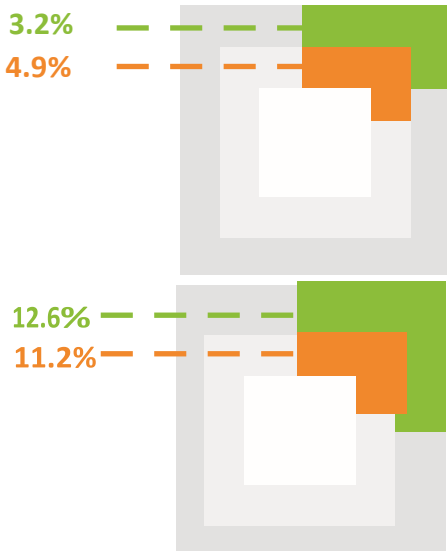


PROPORTION OF MALE & FEMALE EMPLOYEES BY QUARTILE PAY BANDS

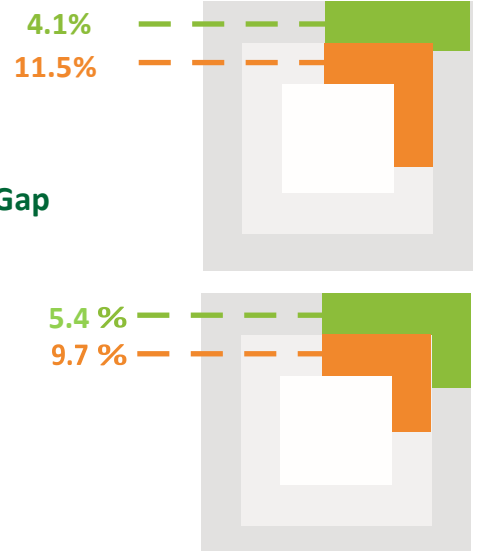


GENDER PAY GAP SUMMARY

2021



2022



MEAN (Green) MEDIAN (Orange)





GENDER BONUS GAP



Received Bonus: 53.7%



Received Bonus: 60.0%

Countrystyle operates a yearly discretionary performance bonus scheme for salaried staff (predominantly female) and a monthly KPI bonus scheme for hourly paid staff (predominantly male). In 2022 the Company changed the payment of the KPI bonus from weekly to monthly. Non-achievement of KPI's previously only result in one week's non-payment, this now results in a full month's non-payment which has created a lower payment of this bonus throughout the year. This resulted in 53.7% of males receiving a bonus compared to, for the first time, 60% of females.

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

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 62% of our senior roles are undertaken by women compared to 57% in 2021. 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.

Stuart Butler-Gallie
Compliance Director

