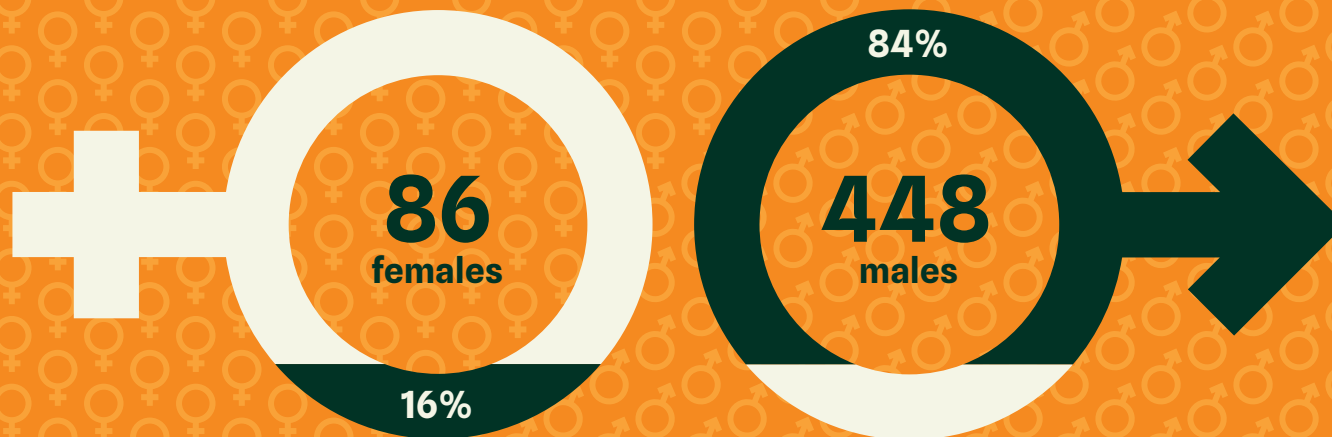


# 2026 Gender Pay Gap Report

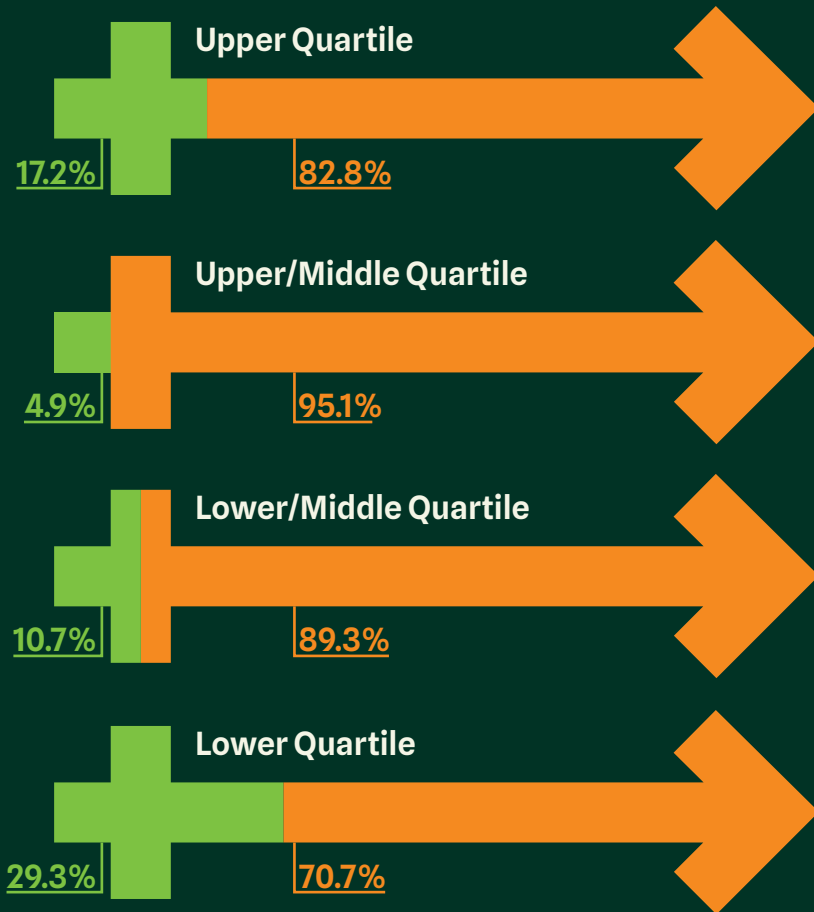
Countrystyle Recycling is a dynamic, privately owned and operated total waste management business active across the Southeast & East Anglia.

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 2026, Countrystyle employed 534 members of staff. The percentage split between male and female members of staff was as indicated in the below graph:



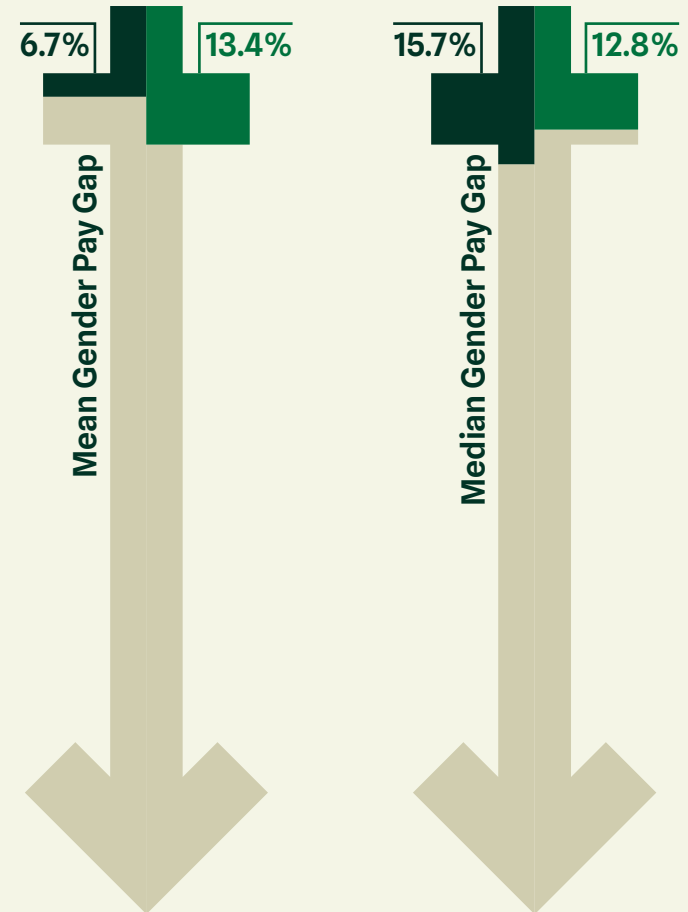
## Proportion of male and female employees by quartile pay bands

- female staff
- male staff



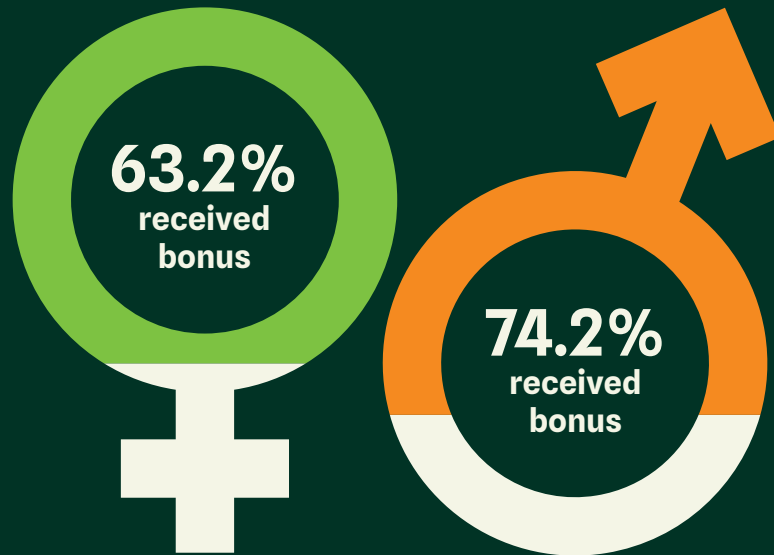
## Mean/median gender pay gap compared to UK benchmark in 2025

- Countrystyle
- UK Benchmark



## Gender Bonus Gap

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 2024 the Company changed the payment of the KPI bonus from weekly to monthly.



● female staff  
● male staff

## What is Countrystyle Recycling 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 across the businesses.

At the beginning of 2025 we introduced a Trainee Management Scheme which actively encourages women to look at roles in the waste and recycling sector - as demonstrated by our first partaker in the Scheme being a woman.

Our education specialist, Jolene Simionato, takes part in a wide range of Kent Sixth Form and College career fairs, promoting several roles in the waste and recycling sector to students, with a particular attention to welcoming female interest and applications.

We look forward to growing our female staff further, leading the way for a fairer and equal waste industry.

**Maria Northwood**  
Group HR Director