



# GENDER PAY GAP REPORT

2018

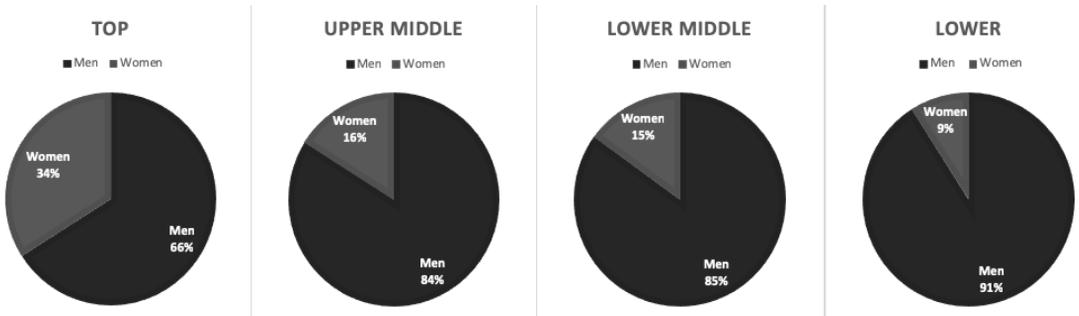


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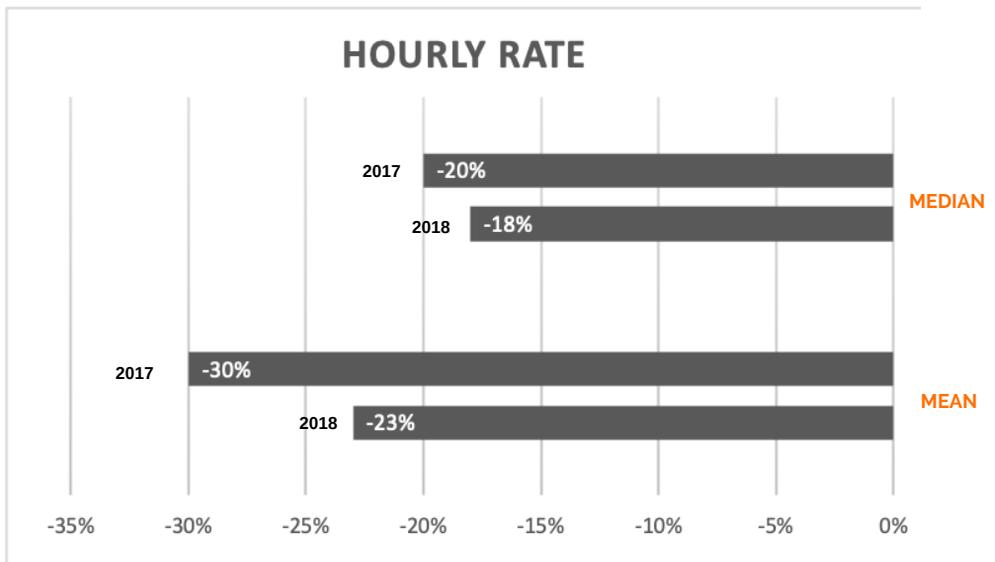
This Report covers the Pay Gap and Bonus figures surrounding our staff members.

# Pay Quartiles

These represent the differences in salary throughout the business with scale of salaries descending from the left to right.



# Women's Hourly Rate



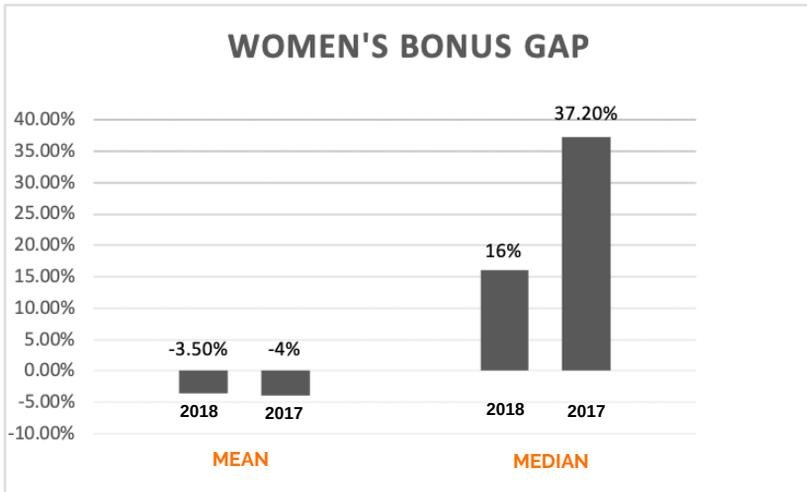
The information above illustrates the mean and the median gender pay gap between men and women whereby a minus illustrates male employees have a lower pay or bonus. The mean gap is the difference between average hourly earnings of men and women and the median pay gap is the difference between the midpoints in the ranges of the hourly earnings of men and women.

# Bonus Gap Structure

Showing the variations within  
Bonus's awarded.

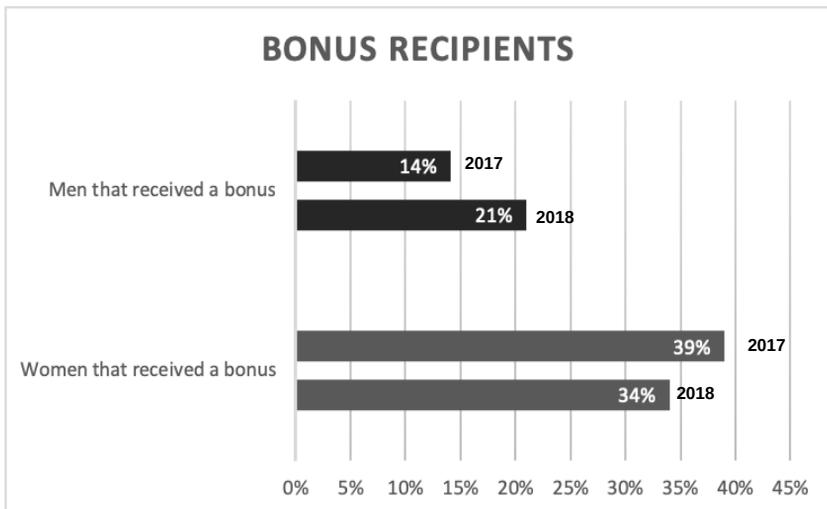


# Women's Bonus Gap



The figures throughout have been obtained by calculating our pay and bonus payments for men and women using the standard methodologies used in the equality Act 2010 (Gender Pay Gap Information) regulation 2017.

# Staff who were awarded a bonus



The information used for the above figures has been captured from the snapshot date, 5 April 2018. The bonus figures used to calculate the mean and the median bonus are for the year 2017/2018.

# Our Promise

Our commitment to our staff members



# Our Gender Pay Gap Statement

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Our workforce continues to be diverse, with individuals from across London, Europe and Worldwide. We are committed to ensuring we are paying all our employees equally for the same or equivalent work regardless of their sex.

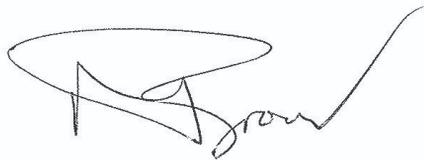
The nature of the business remains largely operational which typically attracts more men. This is reflected across the four levels of the quartiles figures. However, the office staff are split more evenly with women in senior managerial roles as well as on the board of directors.

We are committed to looking at ways to increase the diversity of our workforce. Bywaters have appointed a Head of CSR responsible for developing our inclusion strategy, as well as placing further emphasis on hiring more employees from a diverse background, such as ex-offenders, apprentices and young people. We have also remained focused on our school pilot scheme with local secondary schools, to raise young people's awareness of different career opportunities available within the waste and recycling sector.

We are confident that these initiatives will continue to improve the configuration of Bywaters, with our ultimate aim to achieve gender equality across our business in all quartiles.

I, Amanda Brown, Deputy Managing Director, confirm that the information in this statement is accurate.

Signed



Date: 24/3/19

An overhead, top-down view of two people sitting at a round white table in an office. The man on the left is wearing a light blue shirt and is looking at a tablet. The woman on the right is wearing a dark blue patterned top and is writing in a notebook with a blue pen. On the table are a laptop displaying a green bar chart, a smartphone, and a blue and orange object. The background is a dark grey carpet with a subtle pattern.

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