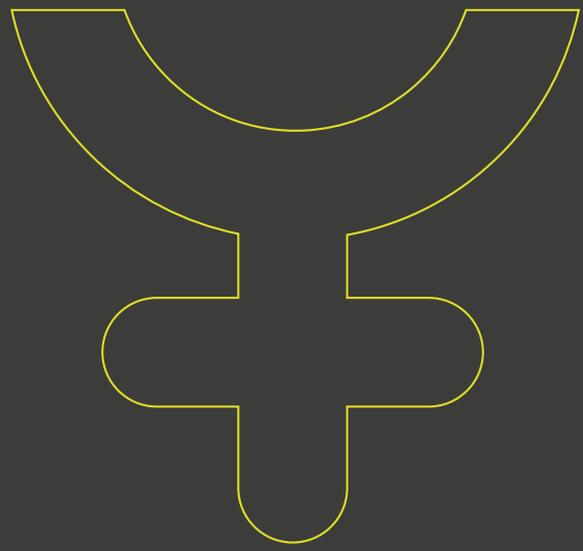




GENDER PAY GAP REPORT - 2021



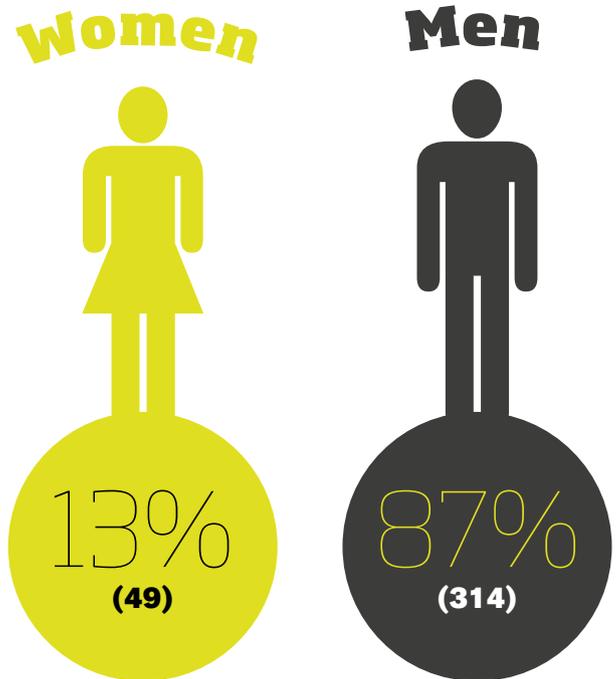
Our business

Recycling Lives Ltd is an industry-leading recycling and waste management business delivering services nationwide, employing 363 people.

We offer a range of services for recycling scrap metals, scrap cars, plastics, general waste and waste electrical and electronic equipment, requiring a range of skilled operatives and professionals across a range of vocations and disciplines.

As a business employing more than 250 people it is a legal obligation to report on our gender pay, in accordance with The Equality Act.

This report covers the gender split and pay gap of our employees for the snapshot date of April 5 2021.



The Gender Pay Gap

The Gender Pay Gap is a measure of the difference in average earnings between men and women.

This is not the same as equal pay, which ensures men and women are paid equally in equal roles regardless of gender.

Mean – The mean figure is found by adding up all of the rates (whether for hourly rates or bonuses) then dividing the total by the number of results in the list. The mean gap is then found by calculating the difference between the male and female mean figures.

Median – The median figure is found by listing all the rates (whether for hourly rates or bonuses) in order of lowest to highest and selecting the middle number. The median gap is then found by calculating the difference between the male and female median figures.



Our findings

Median gender pay gap

The difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees

9.5%

Median bonus gap

The difference between the median bonus pay paid to male relevant employees and that paid to female relevant employees

80%

Bonus proportions

The proportions of male and female employees who were paid bonus pay during the relevant period

 **men 74%**
 **women 45%**

Quartile pay bands:

	Lower	Lower middle	Upper middle	Upper
Men	86%	80%	92%	89%
Women	14%	20%	8%	11%

The proportions of male and female full-pay relevant employees in the lower, lower middle, upper middle and upper quartile pay bands

Mean gender pay gap **36.2%**

The difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees

Mean bonus gap **26.9%**

The difference between the mean bonus pay paid to male relevant employees and that paid to female relevant employees



Recycling Lives are committed to ensuring equal opportunities for all regardless of age, sex, religion, disability or background.

We firmly believe a diverse workforce enriches our company and the value we bring to our customers.

These principles support our mission of being a recycling company with a difference - with social sustainability, the environment and good governance at the heart of our purpose.

We have increased our female staff numbers from prior year which has led to some areas of our business exceeding 50% female staff, such as our HR and finance functions.

We are taking further steps to attract women to operational roles and other areas perceived to be traditionally male. These include changing job roles and descriptions to make them more attractive to women.

We're also continuing to implement best practice* such as including multiple women in shortlists, using structured interviews, recruiting returners, implementing agile working and transparent pay review policies etc.

Additionally we've improved our Equality and Dignity Policies and enhanced site facilities and well-being provision to better cater to our entire workforce.

We've also committed to launching our Leyland Training Centre in Q4 2021. This will help to upskill our employees and encourage more internal promotion. It will also help with our ongoing drive to attract a more diverse workforce.

As we continue to expand across the UK we're focused on extending diversity, improving the recruitment and progression of women and working hard to close the gender pay gap.

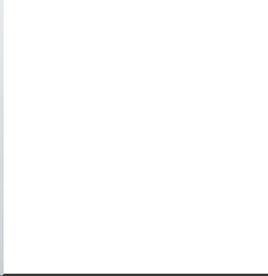
Gerry Marshall
CEO, Recycling Lives



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*** Best practice papers**

- "Reducing the gender pay gap and improving gender equality in organisations: Evidence-based actions for employers" Government Equalities Office, 2019
- "How To Improve Gender Equality in the Workplace: Evidence-based actions for employers" The Behavioural Insights Team, 2021



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