

# H.W. Martin Waste Limited

Under legislation which came into force in April 2017, all UK employers with 250 or more employees are required to publish the following information on an annual basis:

- 1 Mean gender pay gap
- 2 Median gender pay gap
- 3 Mean gender bonus gap
- 4 Median gender bonus gap
- 5 Proportion of male and female employees who received a bonus
- 6 Proportion of male and female employees in quartile pay bands

## Gender pay versus equal pay

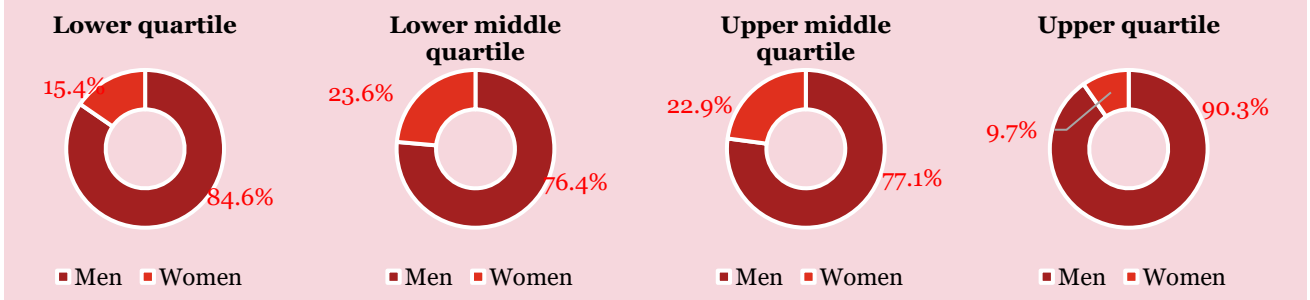
The legislation requires us to report on “gender pay” gaps - these represent the difference in average male and female pay and are therefore influenced by gender representation across our organisation – for example, having predominantly male employees in the most senior roles (and vice versa) increases the average male pay, leading to a larger gender pay gap.

In contrast, an “equal pay” gap represents an unlawful difference in pay between male and female employees who are performing equal work, and which is not due to a “material factor” (such as performance, experience, location, etc.). We are confident that all our employees are paid equally for performing equal work.

This report contains the required gender pay disclosures for H.W. Martin Waste Limited (HWMWL) in line with the legal requirements, these figures are based on pay data from April 2024.

We embrace our gender pay reporting obligations as an opportunity to tackle diversity issues head on. We will continue to review and address our gender pay position, particularly as HWMWL continues to grow and develop.

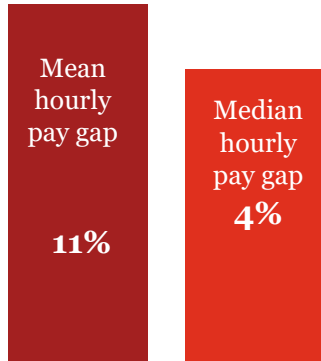
As required by the gender pay legislation, the chart below shows the gender makeup of our staff in each of four salary “quartiles”, demonstrating HWMWL’s gender representation across the pay spectrum.



For a predominately male populated workforce, we have a reasonably healthy female population of almost 20%, however, there are a high number of males within our more senior roles. This is a key driver of our gender pay gaps and the representation and progression of women at all levels within our organisation remains a key focus area for us.

## Hourly pay gaps

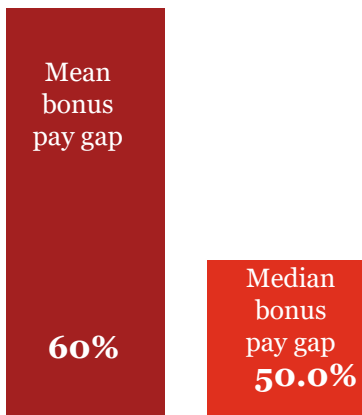
The chart below shows HWMWL's mean and median hourly pay gaps as a percentage of male salary, based on our pay data from 5 April 2024 as required by the gender pay regulations.



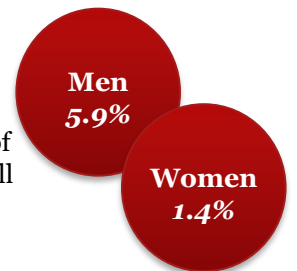
The “mean” calculation is a basic average which includes all of our employees, whereas the “median” calculation reduces the impact of the highest and lowest employees by focussing on the mid-range only.

## Bonus gaps:

We are also required to publish gender bonus gaps covering the 12-month period previous to 5 April 2024. The chart below shows these gaps for HWMWL as a percentage of male salary.



Across the entire population of HWMWL, 5.9% of men and 1.4% of women received a bonus. Not all our roles are eligible to participate in our bonus schemes.



Although the figures in this report do not represent our desired position, we are confident that our pay has at all times been, and continues to be, fair, objective and not influenced by gender.

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### **Actions to help close the gap:**

- Identify initiatives and measures that will enable us to create a more diverse and inclusive workplace. We have a Social Values Manager and recently employed a Social Values Officer to support the activities connected to our business. This enables us to have direct focus on several areas, including those which can have an influence on becoming a more diverse and inclusive business.
- We encourage career development across genders and seniority levels of the organisation through in-house and external training and development.
- We support requests for flexible working and have a healthy mix of full time and part time employees.
- We reward staff fairly within an incremental pay system that provides equitable progression for male and female with policies in place that support gender equality.
- We actively promote the successes of our women (internally and externally) within the business in the hope that it will become an effective tool in encouraging more women to apply to our organisation, thus making our workplace a more diverse and inclusive place.
- Our recruitment and selection procedure aims to ensure that the most suitable candidate is chosen for the job, and that all applicants receive fair and equitable treatment during the recruitment and selection process.
- We have development plans for some of our female middle managers to progress to more senior roles.
- We also adopt a values-based approach to candidate selection: we're interested in finding the right people for our organisation, not simply those who have sector experience.
- Interviews are structured, with the same base of questions asked of all candidates applying for the same role, answers are graded based on the criteria.
- We review our recruitment and employment policies to ensure they are non-discriminatory.

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At H.W. Martin Waste Limited, we aim to be a diverse and inclusive Company. The publication of our Gender Pay Gap Report strengthens our resolve to continuously improve in this area, not only by working to reduce the pay gap but also through improving the attraction, recruitment, retention, and development of our workforce.

Gender Pay Gap (GPG) reporting enables us as an organisation to positively demonstrate our social contribution to fairness in society; by evidencing the fair and equal pay opportunities we provide to our employees. As environmental, social and governance (ESG) becomes an increasing priority for our organisation, we are applying greater focus to our strategy.

Our workforce has a vested interest in promoting equality and diversity to ensure that our organisation is accessing the broadest pool of talent. Widening opportunity is the right thing to do and makes good business sense in a competitive sector such as ours.

Whilst we have seen some fluctuation with our GPG figures, we are not at all complacent and recognise the extent of work to be done. We need to improve our gender balance at all levels in the Company and this is something that we will focus more and more on in the coming years. We recognise that this will take time to achieve but so far, we are showing progression in this area.

H.W. Martin Waste Limited are committed to promoting equality, valuing diversity, and working inclusively, we uphold the principles in our behaviour and working practices - we are committed to providing equality of opportunity in all areas as an employer, whether in recruitment and selection, promotion or training and development. As we grow, we understand that we must have the most talented employees with diverse backgrounds, cultures, perspectives, and experiences to support our innovation and creativity.

We are determined to create a culture that is as inclusive as possible, to enable everyone to reach their full potential.

This statement confirms that the published information is accurate at the time of publishing and is signed by:



Gavin Peace  
Group Director of Human Resources  
The Martin Group of Companies