

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

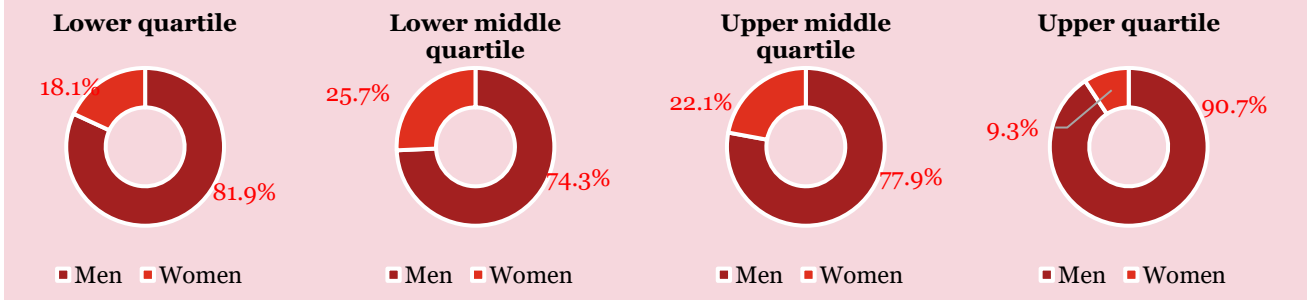
The legislation requires us to report on “gender pay” gaps - these represent the difference in average male and female pay and are therefore influenced by gender representation across our organisation – for example, having predominantly male employees in the most senior roles (and vice versa) increases 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 2025.

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.

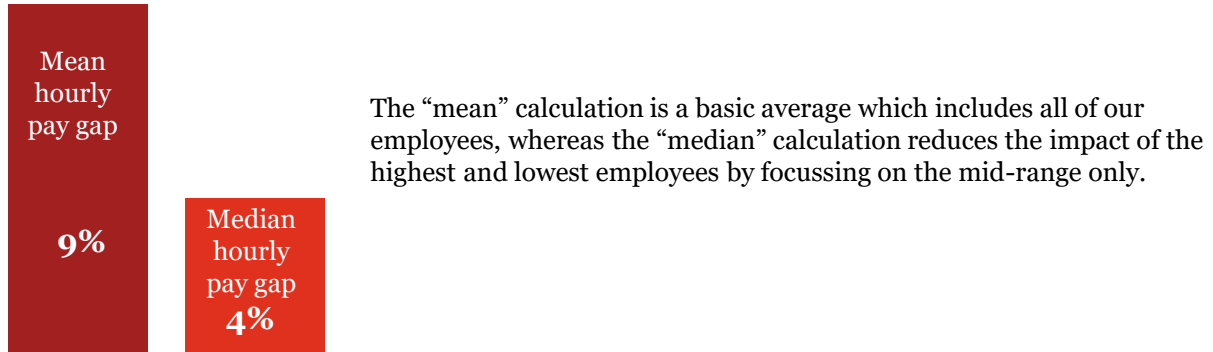
As required by the gender pay legislation, the chart below shows the gender makeup of our staff in each of four salary “quartiles”, demonstrating HWMWL’s gender representation across the pay spectrum.



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.

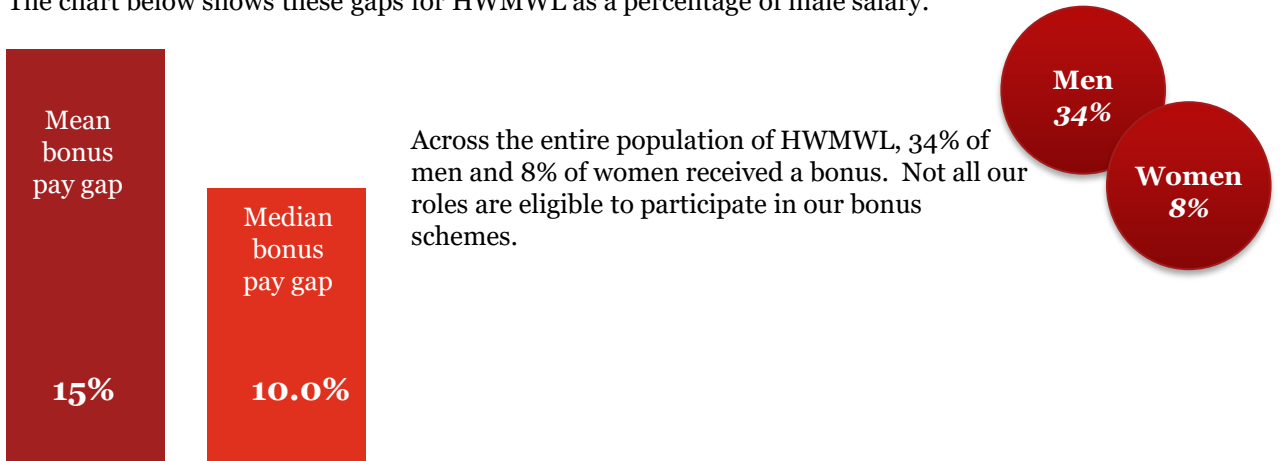
Hourly pay gaps

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 2025 as required by the gender pay regulations.



Bonus gaps:

We are also required to publish gender bonus gaps covering the 12-month period previous to 5 April 2025. The chart below shows these gaps for HWMWL as a percentage of male salary.



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.

Actions to help close the gap and developments:

- Identify initiatives and measures that will enable us to create a more diverse and inclusive workplace. We have a Social Values Manager and 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 since the last report developed and promoted female middle managers 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.

Driving Equity and Inclusion at H.W. Martin Waste Limited

H.W. Martin Waste Limited is accelerating its commitment to gender equality by focusing on internal promotion, specifically having developed and elevated female middle managers into senior leadership roles since the last report. This action serves as a pivotal, evidence-based milestone in the company's ongoing strategy to dismantle career barriers and foster a diverse, inclusive workplace within the waste management sector.

A Strategic & Social Imperative

As Environmental, Social, and Governance (ESG) principles become more deeply embedded in our corporate DNA, we are applying a sharper lens to our social impact. Transparent GPG reporting allows us to tangibly demonstrate our contribution to societal fairness. By providing clear evidence of the equal pay opportunities we offer, we hold ourselves accountable to our employees, our stakeholders, and the communities we serve. We recognise that a robust ESG strategy requires more than just intent it requires measurable action and sustained investment in our human capital.

The Business Case for Diversity in Waste Management

Our workforce is our greatest asset, and we share a collective interest in ensuring that our organisation is tapping into the broadest possible pool of talent. In a competitive and rapidly evolving sector like waste management, widening the net of opportunity is both a moral imperative and a commercial necessity. We understand that diversity of thought, born from different backgrounds, cultures, and life experiences is the primary engine behind the innovation and creativity we need to solve the environmental challenges of tomorrow.

Progress without Complacency

While we have observed fluctuations in our GPG data, we remain far from complacent. We acknowledge the historical gender imbalances within the waste and resources sector and recognise the significant work required to achieve true parity. Our focus is firmly set on improving gender representation at all levels of the company, from frontline operations to senior leadership. We are committed to a long-term transition; while structural change takes time, our year-on-year progression demonstrates that our targeted interventions are yielding meaningful results.

Our Pledge: A Culture of Belonging

H.W. Martin Waste Limited is dedicated to upholding the highest standards of equality. We integrate these principles into our daily working practices, ensuring that equality of opportunity is hardwired into our recruitment, promotion, and professional development pathways.

As we grow, we remain steadfast in our mission to build a workforce that reflects the diversity of the society we serve. We are determined to foster a culture of belonging, an environment where every individual, regardless of gender, feels empowered to reach their full potential and contribute to our collective success.

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