



THE NWH GROUP GENDER PAY GAP REPORT

"LEADING INDUSTRY CHANGE FOR THE
BENEFIT OF THE PLANET"



A MESSAGE FROM OUR FINANCE DIRECTOR

At The NWH Group we transform waste. Our mission is to change our industry for the benefit of the planet.

The NWH Group is a progressive business, and we believe innovation can play a major part in not only bringing in improvements in efficiency for the benefit of our customers but also helping support both parties' objectives.

We seek to sustain a business that is successful and respected by all our stakeholders for its ethical standing. Our passion for material recovery drives us to embrace the role our business plays on a day-to-day basis in contributing to a better society.

It is for this reason that CSR is embedded throughout our business, and we are delighted to be playing our part in tackling gender inequality within the waste management industry.

Nairn Black, Finance Director of The NWH Group





INTRODUCTION

WHAT IS THE GENDER PAY GAP?

The gender pay gap refers to the difference in the average pay between men and women in the workforce. In recent years, this issue has gained significant attention in the UK, with efforts being made to close the gap and ensure equal pay for equal work. In this report, we will explore the current state of the gender pay gap in the UK and its causes, as well as the efforts being made to address this issue.

Current state of the gender pay gap in the UK: According to the Office for National Statistics, as of 2021, the gender pay gap in the UK stood at 15.5%. This means that women in the UK earn, on average, 85p for every £1 earned by men. The gap is even wider for some groups, with Black, Asian, and minority ethnic women and disabled women experiencing wider pay gaps than white, non-disabled women.

CAUSES OF GENDER PAY GAP

THERE ARE SEVERAL FACTORS THAT CONTRIBUTE TO THE GENDER PAY GAP IN THE UK. THESE INCLUDE:

1. Occupational segregation: Women are more likely to work in lower-paying sectors and occupations, such as caring and administrative roles, while men are overrepresented in higher-paying sectors, such as finance and technology.
2. Part-time work: Women are more likely to work part-time than men, and part-time work is generally lower-paid than full-time work.
3. Discrimination: Despite laws against gender discrimination, conscious or unconscious bias can still play a role in hiring, promotion, and pay decisions.
4. Career progression: Women are less likely to progress to senior positions than men, which can result in lower pay and fewer opportunities for advancement.

EFFORTS TO ADDRESS GENDER PAY GAP

THERE HAVE BEEN SEVERAL INITIATIVES AND POLICIES AIMED AT CLOSING THE GENDER PAY GAP IN THE UK. THESE INCLUDE:

1. Gender Pay Gap Reporting: In 2017, the UK government introduced a requirement for all companies with over 250 employees to report their gender pay gap data. This has increased transparency and awareness of the issue.
2. Flexible working: Encouraging and enabling flexible working can help to reduce the impact of part-time work on women's pay and career progression.
3. Diversity and inclusion initiatives: Fostering a more inclusive workplace culture and promoting diversity in hiring and promotion can help to combat unconscious bias and increase opportunities for women.
4. Equal pay audits: Conducting regular audits to identify and address any gender pay disparities within companies can help to ensure that women are being paid fairly.



PAY BY GENDER (MEDIAN GAP)

GENDER PAY GAP: HOURLY RATE OF PAY

The median and mean pay gaps are driven by the gender distribution of our workforce and the technical nature of our business. This comparison is not comparing average pay across the same job roles for males and females within the organisation, rather the overall male to female average hourly pay.

It is also worth noting that a large proportion of our roles are in male dominated sectors and a high percentage of those occupying these roles are males. This is representative of industry across Scotland and Northeast England.

The median hourly pay gap is the difference between the midpoints in the ranges of hourly earnings of men and women. It is the middle salary when all salaries are sorted in numerical order.

The negative median gender pay gap indicates that the median female is paid more than the median male. This is strongest in the upper quartile where there are fewer female employees than males and the mean pay is less for females, albeit the median female is paid more than the median male.

At NWH, this is -2.88% i.e. woman earn more than men under this metric.

PAY BY GENDER (MEAN GAP)

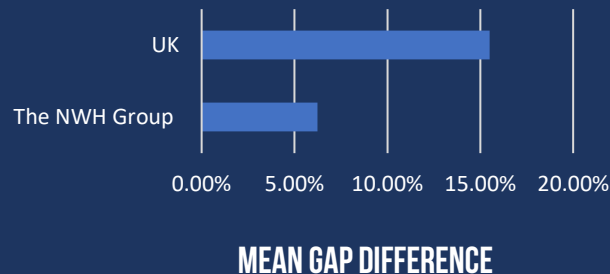
GENDER PAY GAP: HOURLY RATE OF PAY

The mean gender pay gap is the difference between the average hourly earnings of men and women.

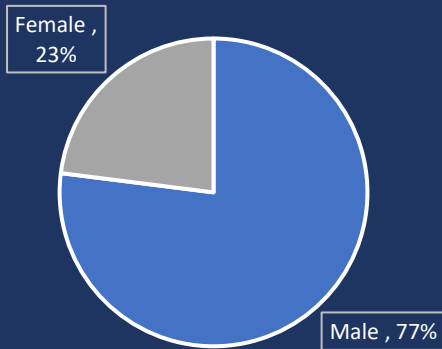
This is 6.23% at NWH. According to the Office for National Statistics as of 2021, the gender pay gap in the UK stood at 15.5%.

The mean and median pay gaps are driven by the gender distribution of our workforce and the nature of our business.

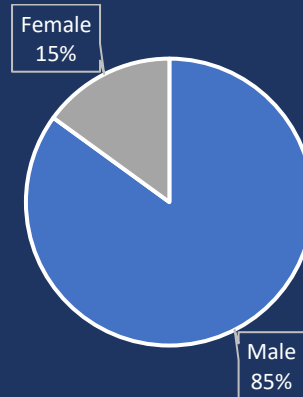
The positive mean gender pay gap indicates that the average pay for men is higher than the average pay for women across NWH. In two of the four pay quartile bands, the average pay is greater for woman. This is offset by males being better represented within managerial and professional grade roles which are typically higher paid.



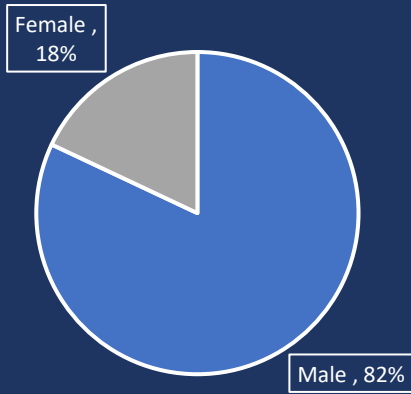
UPPER MIDDLE QUARTILE



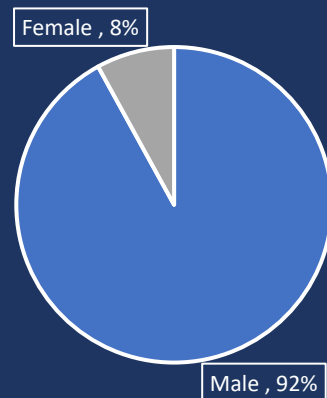
UPPER QUARTILE



LOWER QUARTILE



LOWER MIDDLE QUARTILE



■ MALE ■ FEMALE

PAY QUARTILES BY GENDER

This data shows the male / female split of our workforce in each pay quartile. Broadly the proportions for each quartile are not dissimilar to the composition of our overall workforce.

GENDER SPLIT

In NWH, the split of employees is 84% Male and 16% Female.

There are currently 315,000 registered truck drivers in the UK of which only 2,200 (0.7%) are females. At NWH, 3.0% of our drivers are female.

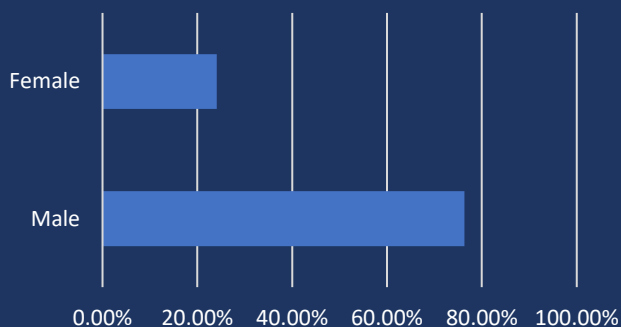


*This is the gender split of male and female employees at the NWH Group totalling 364 employees.

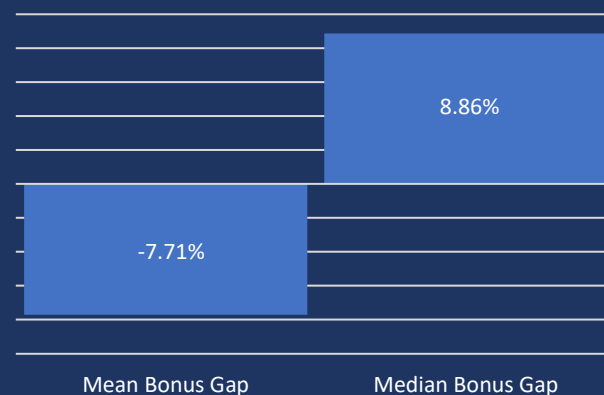
PROPORTION OF MALE AND FEMALES RECEIVING A BONUS

PROPORTION OF MALE AND FEMALE EMPLOYEES AT THE NWH GROUP RECEIVING A BONUS

This data shows the male / female split of our workforce who received a bonus. At NWH, 76% of males and 24% of females received a bonus.



BONUS PERCENTAGE PAY GAP BETWEEN MALE AND FEMALE



The mean bonus gap was -7.71% i.e. woman received a higher bonus. The median bonus gap 8.86%.

The mean bonus pay gap is negative; bonus payments were on average higher for female employees than male. This is because bonus payments are typically higher for senior / middle managers than for hourly paid employees - there are a higher proportion of females employed in such roles, than there are hourly paid.

The positive median bonus gap is driven by the number of relatively low level of bonuses paid across our predominantly male frontline and driver workforce.

GENDER PAY GAP ACTION POINTS

Our commitment to diversity means that we ensure complete accessibility to all our positions for all genders, cultures and backgrounds.

The NWH Group train all managers on diversity and inclusion.

We audit all our depots and facilities to ensure that we provide adequate facilities for all genders, all ethnic backgrounds, all abilities, and ages.

We have adapted vehicles to suit disabilities and recruit in a fashion that ensures we are entirely accessible. To attract more females into driver roles, we have successfully run campaigns focused on encouraging more women into those roles.



FIND OUT MORE

For further information contact us on info@nwhgroup.co.uk.

Please consider the environment and think twice before printing this document. In support this, this document has only been distributed in a digital format to minimise the use of paper.

