

# Urbaser Ltd Gender Pay Gap Report 2023

At Urbaser Ltd, we believe in creating a diverse and gender balanced workforce which reflects the customer and communities we serve and ensures our people can be their best selves at work.

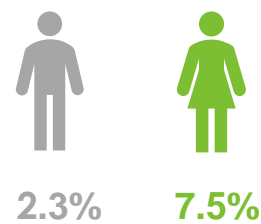
Gender Pay Gap is distinct from Equal Pay. Equal Pay is the difference in pay between men and women in the same or comparable roles. At Urbaser men and women in like for like roles are paid equally. We believe in job opportunities for everybody regardless of gender. But we can and should, challenge ourselves to be more inclusive.

We want to create a truly inclusive culture and have a willingness to be 'straight up' and have a debate about some issues which, even today, there is no simple answer for.

## Gender pay & bonus gap

	Mean	Median
Gender Pay Gap	-3.1%	2.3%
Gender Bonus Gap	30.2%	9.2%

## Proportion of employees receiving a bonus



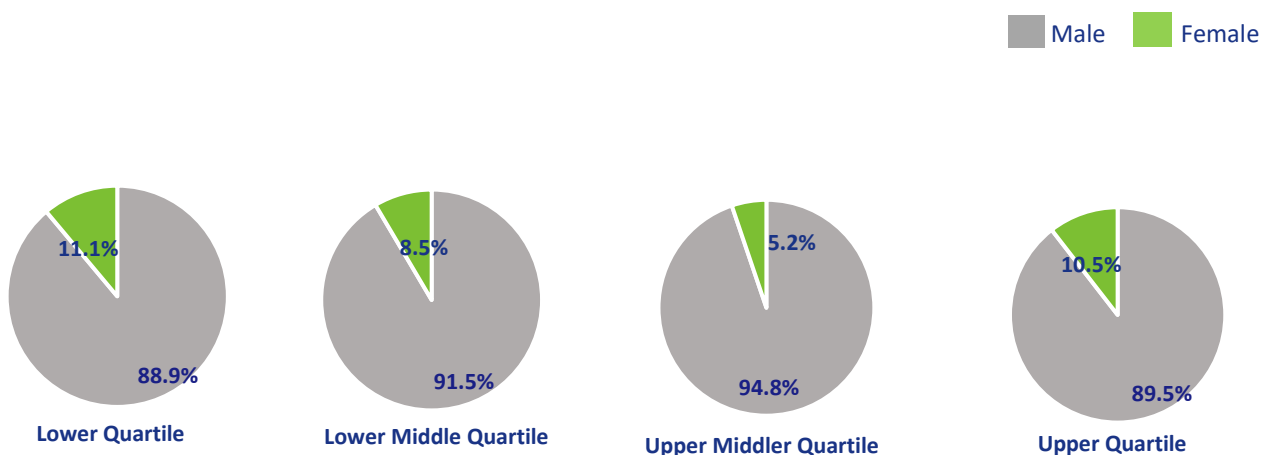
How to interpret the results?

- **Positive result figures** – female employees have lower pay than male employees.
- **Negative result figures** – male employees are on lower pay than female employees.
- **Zero result** – reveals no gap between females and males pay.

Comparing to last year results Gender Pay Gap figures are generally aligned. Women makes only 9% of company headcount and representing more qualified and technical roles. Gender Bonus Gap changed since last year which indicates females movement to higher, mainly professional positions.

## Pay Quartiles

Pay Quartiles are calculated by splitting the whole workforce into four equal size groups. The split is based on hourly rates sorted from lowest to highest. In the 2023 reporting period, Urbaser has 1,218 full pay employees, with an overall gender split of 91.0% male and 9.0% female. The following is the proportion of males and females in each pay quartile:



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## Analysis

Urbaser Ltd is currently a male dominated company (91.0%), indicative of the traditional male role of the refuse operative. The hourly rates for our male employees encompass both the lowest rates (operatives) and the highest rates (senior managers).

Most of our employees who are paid at the National Living Wage rate and just above are male.

The majority of our females fall into the Upper Quartile, many of them perform managerial, qualified or specialist roles (accountants/HR/PA etc).

Consequently, despite most of our senior managers being male, the overall gender pay figures still show that our females are paid slightly more than our males.

The bonus payments include larger performance-based bonuses mainly for the managers.

We know that our gender pay gap is not an issue, but down to lack of female representation in certain roles, including STEM roles and leadership..

How will we make a difference?

### **Attract and nurture the widest possible female talent pool**

- Continue to attract women to develop and take STEM (science, technology, engineering, maths) careers
- Introducing positive action in recruitment, ensuring 1:3 women on shortlists for roles

### **Make inclusion a normal part of who we are and what we do**

- Setting ourselves ambitious measures to hold us to account around our gender aims
- Making sure that every policy, procedure and piece of line manager guidance encourages inclusive ways of working.

I confirm that the data reported is accurate.



**Javier Peiro**  
Managing Director