

**Cory Riverside Energy:
Gender Pay Gap Reporting
2016/17**



Gender Pay Gap Reporting

OVERVIEW

Cory Riverside Energy is committed to being an employer of choice and making recruitment and promotion decisions based on people's abilities and potential.

While recognising that we have much work to do, we are proud of the progress in attracting more women into our workforce and are very supportive of the new reporting requirements.

What follows is our statement as to the status of our remuneration as at **APRIL 2017**. Highlights and observations are as follows:

- In total, 15% of our workforce are women. This percentage has increased annually for the last 3 years.
 - We are proud that one in four people in operative roles are women. These operative roles include operating cranes and overseeing operations at our Materials Recycling Facility.
 - Our apprenticeship scheme is offered to all and offers a variety of roles across our business, including learning to operate our fleet of tugs and barges. We are proud to have welcomed our first women to work on our fleet of tugs and barges under this scheme.
 - While we only have one woman on our Executive Leadership Team, our Senior Leadership Team, which reports to our Executive Leadership Team, is made up of 50% women, demonstrating the potential for our women to progress to senior leadership positions within the company. Increasing the number of women in the Executive Leadership Team in the future would likely reduce our overall gender pay gap.
 - We've observed that our gender pay gap partly arises because of demographics within the wider engineering & waste management industry. To help combat this wider issue, we are working in partnership with Energy and Utility Skills to encourage more women to consider careers in operative and engineering roles.
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Gender pay gap reporting and legal requirements

The gender pay gap shows the difference between the average (mean or median) earnings of men and women. As at 5th April 2017 employers with over 250 employees must comply with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2010 and report on the gender pay gap within their organisations.

It is a legal requirement to publish the following information on both the employer's website and the designated government website:

- Mean gender pay gap
- Median gender pay gap
- Mean bonus gender pay gap
- Median bonus gender pay gap
- Proportion of males receiving a bonus payment
- Proportion of females receiving a bonus payment
- Proportion of males and females in each quartile band
- A written statement, authorised by an appropriate senior person, which confirms the accuracy of the calculations

FINDINGS

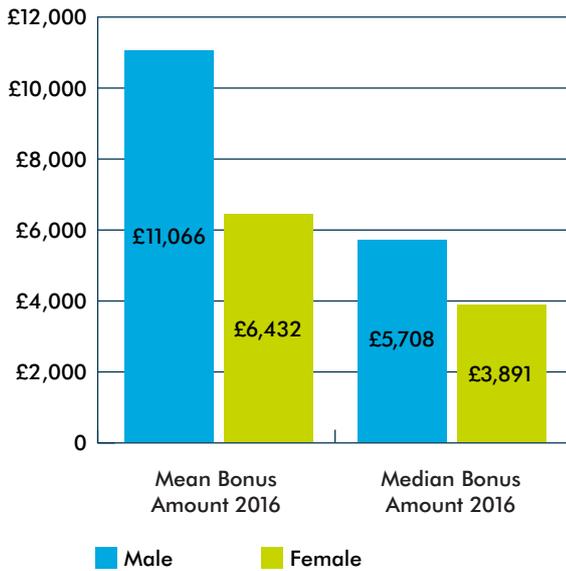
The following data outlines Cory Riverside Energy's position in relation to its gender pay gap as at 5 April 2017 and fulfils its legal requirement to comply with the gender pay gap reporting regulations.

MEAN & MEDIAN GENDER PAY GAP:



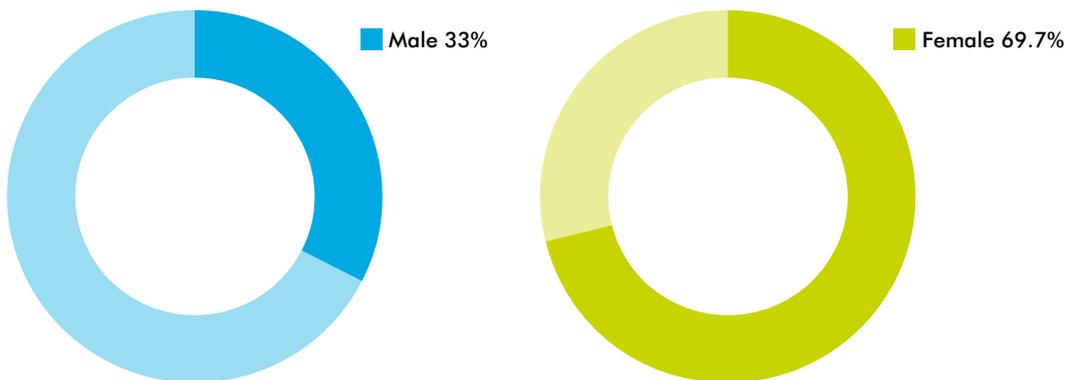
Mean Gender Pay Gap 4%
Median Gender Pay Gap 13%

MEAN & MEDIAN BONUS GENDER PAY GAP:



Mean Bonus Gender Pay Gap 42%
Median Bonus Gender Pay Gap 32%

PROPORTION OF MALES AND FEMALE RECEIVING A BONUS PAYMENT:



PROPORTION OF MALES & FEMALES IN EACH QUARTILE BAND:

Quartile band	Total Employees	Male %	Female %
Upper quartile	105	87.6%	12.4%
Upper middle quartile	105	87.6%	12.4%
Lower middle quartile	106	87.7%	12.3%
Lower quartile	105	74.3%	25.7%
Total	421*	84.3%	15.7%

* This total number includes 133 employees of Cory Environmental (Gloucestershire) Limited and Cory Environmental (Central) Limited who, although working for disposed entities, have for the purpose of this report have been deemed employees because of CRE processing their pay under out-sourced transitional arrangements.

SUPPORTING STATEMENT**WHAT NEXT?**

We will continue building on the progress that we have already made. In the next 12 months and beyond, we will:

- Continue to support a safe and healthy working environment so that all individuals at Cory Riverside Energy can work to their full potential
- Continue to uphold our Diversity, Equal Opportunities & Inclusion policy which recognises the value of diversity and promotes an inclusive workplace culture
- Continue to uphold Cory Riverside Energy's Flexible Working policy which, subject to business requirements, gives staff the ability to have flexible working arrangements
- Ensure that our open days and careers events are targeted at all local schools to enable young women and men to get an opportunity to see the work we do and consider engineering as a career path
- Use the techniques and practices advocated by EU Skills to remove any unconscious bias from our advertising and recruitment processes
- Monitor our gender pay gap on quarterly basis

I confirm that the published information is accurate.



Nicolas Pollard
CEO Cory Group

LEGAL STATEMENT

'Cory Riverside Energy' is the trading name for each of the Cory Riverside Energy Group of companies comprising Cory Environmental Holdings Limited (Registered company number 5360864) and its subsidiaries:

- *Cory Riverside (Holdings) Limited (Registered company number 6505376)*
- *Riverside Resource Recovery Limited (Registered company number 3723386)*
- *Riverside (Thames) Limited (Registered company number 6427503)*
- *Cory Environmental Limited (Registered company number 49722)*

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