

Gender Pay Gap Report 2017/18



GENDER PAY GAP REPORT

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.

This is the second year of the Group reporting on this topic and pleasingly progress continues to be made. The Group enjoys excellent retention of its employees with a labour turnover rate of less than 5%. This means that opportunities to change the gender makeup of the organisation are by their nature going to be a long-term commitment.

What follows is our statement as to the status of our remuneration as at **APRIL 2018**. Highlights and observations are as follows:

- Our gender pay gap has closed at both mean and median levels since we last reported. Women who work for Cory are working in roles that are more likely to attract a bonus and their median bonus level is higher.
- Overall, only 11% of Cory's workforce are women. Despite this, we are proud that women continue make up a significant percentage of our more senior operative roles, in the context of our industry, including operating cranes and overseeing operations at our Materials Recycling Facility.
- While our Executive Leadership Team comprised only one woman in the reporting period, our Senior Leadership Team, which reports to our Executive Leadership Team, comprised 50% women. This creates a route for these women to reach the executive level.
- We believe that the gender pay gap – and the higher proportion of men than women – likely arises a result of the demographics within the wider engineering and waste management industry. This continues to provide a challenge to reducing the gap at Cory. The Group has made significant efforts with local schools and the Industrial Cadets award to raise awareness of the benefits of education and careers in the science, technology, engineering and maths (STEM) fields.

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.

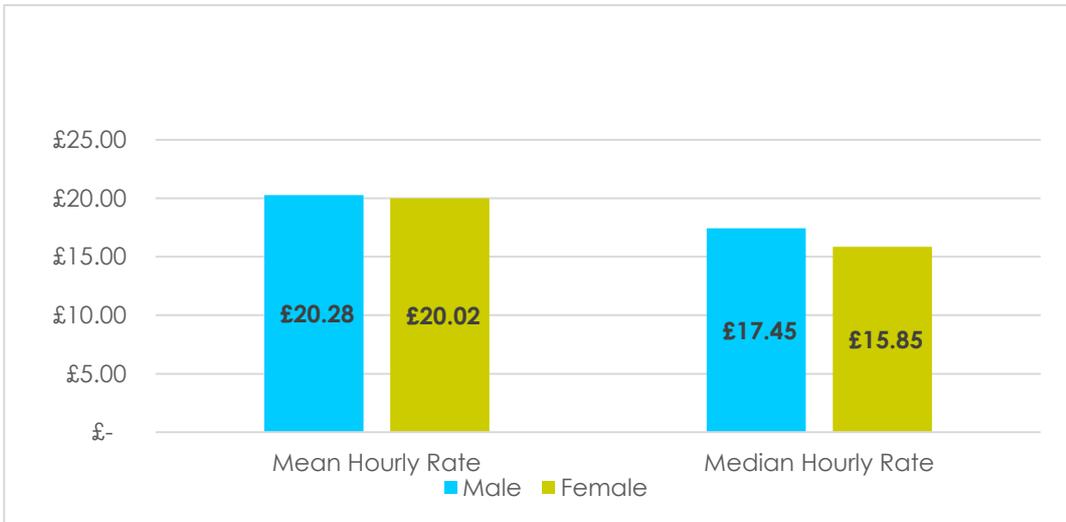
It is a legal requirement to publish the following information on both Cory's website and the designated government website:

- 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

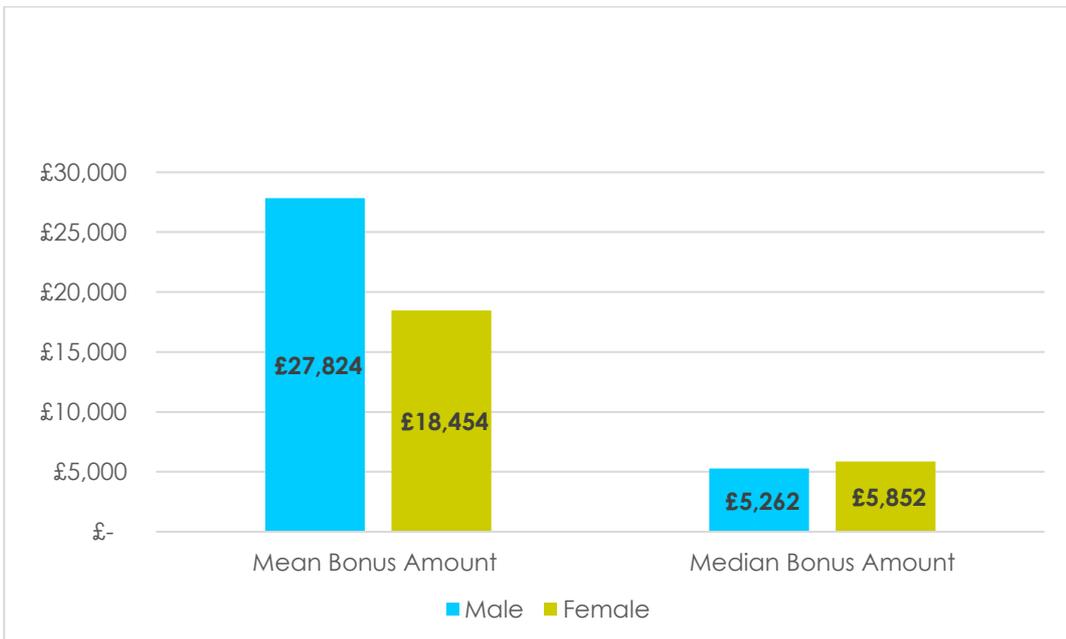
The following data outlines Cory Riverside Energy's position in relation to its gender pay gap as at 5 April 2018 and fulfils its legal requirement to comply with the gender pay gap reporting regulations.

Mean & median gender pay gap:



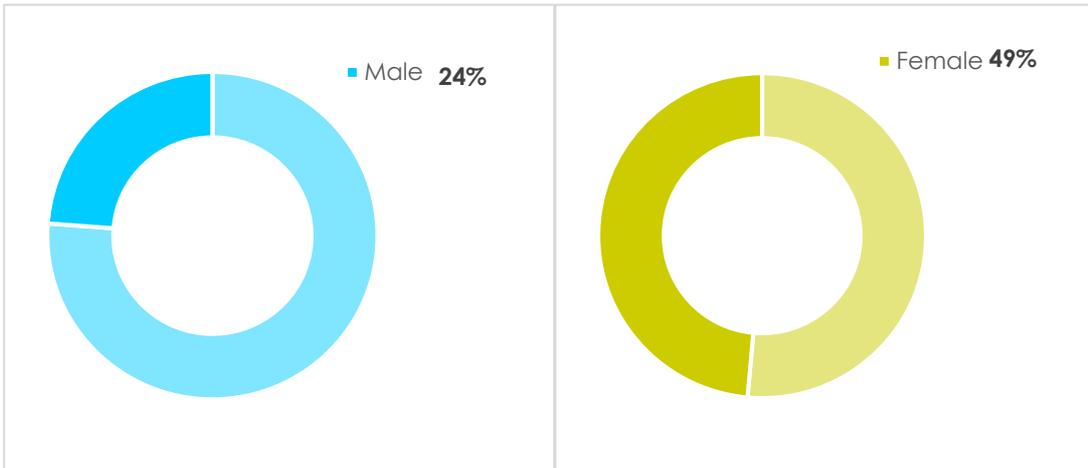
Mean Gender Pay Gap: 0.24% (2016/17 4%)
 Median Gender Pay Gap: 9.9% (2016/17 13%)

Mean & median bonus gender pay gap:



Mean Bonus Gender Pay Gap: 50% (2016/17 42%)
 Median Bonus Gender Pay Gap: -11% (2016/17 32%)

Proportion of males and female receiving a bonus payment:



Proportion of males & females in each quartile band:

	Male	Female	Total	% Male	% Female
Lower Quartile	67	13	80	84%	16%
Middle Lower Quartile	72	7	79	91%	9%
Middle Upper Quartile	69	6	75	92%	8%
Upper Quartile	78	9	87	90%	10%
Total	286	35	321	89%	11%

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
- Continue to 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 STEM fields as career paths
- Continue to use the techniques and practices advocated by EU Skills to remove any unconscious bias from our advertising and recruitment processes
- Increase our available budget for work in local schools to educate young people close to our operations of the benefits of a career in our sector
- Monitor our gender pay gap on quarterly basis at Executive Team Level and six monthly at Board level.

I confirm that the published information is accurate.



Toby Warren
Director of HR