

Gender Pay Gap Report 2018/19



GENDER PAY GAP REPORT

Overview

Cory Riverside Energy¹ is committed to making recruitment and promotion decisions based on people's abilities and potential.

The Group has excellent retention rate 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. As the trends demonstrate this commitment is being met.

What follows is our statement as to the status of our remuneration as at **APRIL 2019**. Highlights and observations are as follows:

- The Gender Pay Gap continues to close, and, in some areas, it has been eliminated.
- The mean hourly pay female employees is now higher on average. In relation to those eligible for bonuses, female employees continue to receive a higher bonus on average than male employees.
- Overall, only 11% of Cory's workforce are women. We continue to increase the number of women that are employed as operatives, including operating cranes and overseeing operations at our Materials Recycling Facility.
- The Group's Executive Leadership Team now has two female members (compared to one last year). In addition to this the Group's Senior Management Team comprises over 50% women.
- The Group continues to make significant efforts with local schools and the Industrial Cadets to raise awareness of the benefits of education and careers in the science, technology, engineering and maths (STEM) fields.

¹ Cory Riverside Energy is the trading name for the group of entities comprising Cory Topco Limited and its subsidiaries, including Cory Environmental Holdings Limited, Riverside Resource Recovery Limited and Cory Environmental Limited. This Report has been prepared on a Group basis.

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.

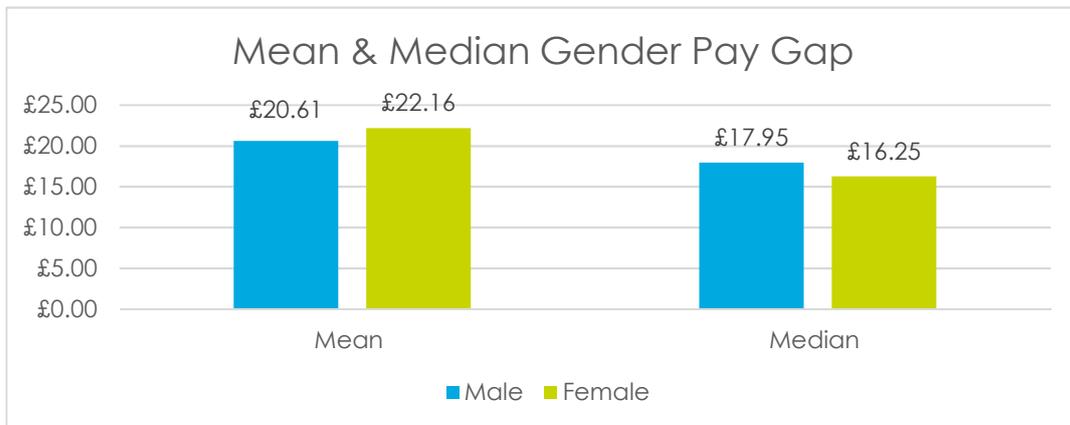
It is a legal requirement to publish the following information on both the employer's website and the designated government website:

- 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 2019 and fulfils its legal requirement to comply with the gender pay gap reporting regulations.

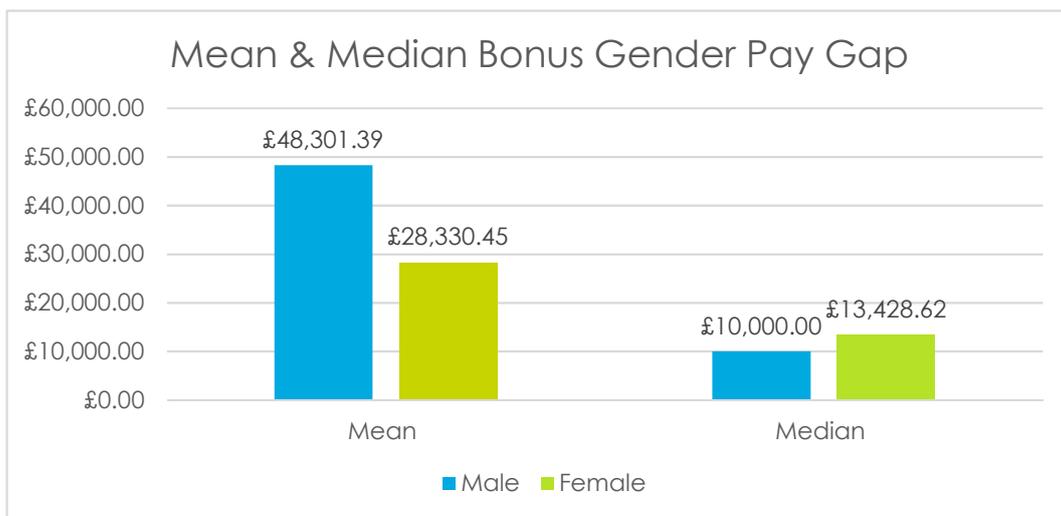
Mean & median gender pay gap:



Mean Gender Pay Gap: -7.5% (2017/18: 0.24%)

Median Gender Pay Gap: 9.5% (2017/18: 9.9%)

Mean & median bonus gender pay gap:



Mean Bonus Gender Pay Gap: 41% (2017/18: 50%)

Median Bonus Gender Pay Gap: -34% (2017/18: 0%)

Proportion of males and female receiving a bonus payment:



Proportion of males & females in each quartile band:

	Male	Female	Total	% Male	% Female
Lower Quartile	65	12	77	84%	16%
Middle Lower Quartile	71	7	78	91%	9%
Middle Upper Quartile	73	4	77	95%	5%
Upper Quartile	68	10	78	87%	13%
Total	277	33	310	89%	11%

Supporting Statement

What Next?

The steps already taken appear to be successful so the Group will continue to build on these over 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, including the introduction of enhanced support for mental health issues.
- 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
- Review and look to improve our employee benefits, including maternity, paternity and shared parental leave policies
- 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
- Further 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 a regular basis at Executive Team Level and six monthly at Board level.

I confirm that the published information is accurate.

Toby Warren
Director of HR