



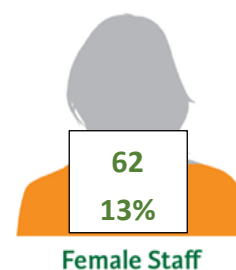
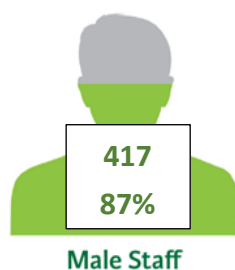
GENDER PAY GAP REPORT

AS AT 5TH APRIL 2023



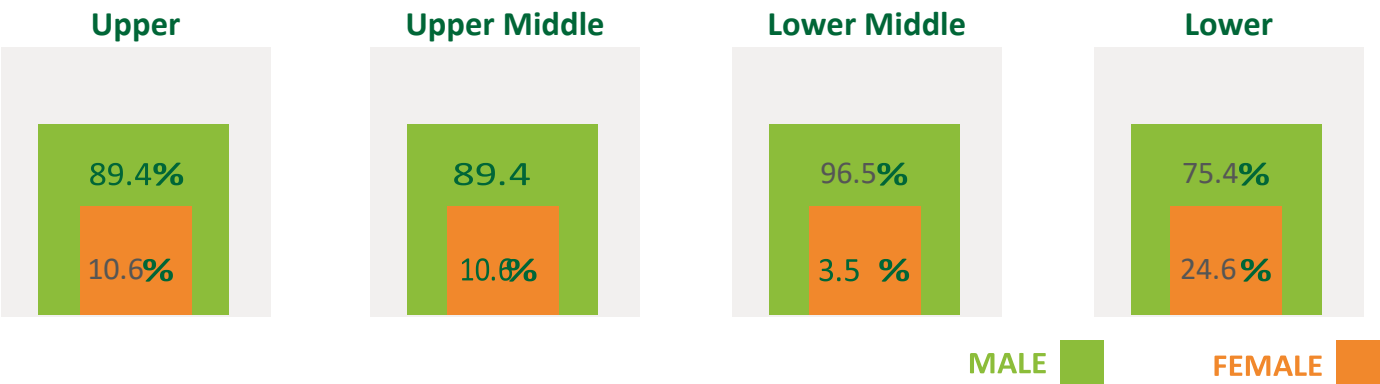
Countrystyle Recycling is a dynamic privately owned resource management & waste recycling business operating across the Southeast and East Anglia.

regardless of sex, race, religion or belief, age, marriage or civil partnership, maternity, sexual orientation, gender reassignment or disability. UK employers with more than 250 employees are required to publish information that shows gender pay gap levels. At the reporting date of 5th April 2023, Countrystyle Recycling employed 479 members of staff. The percentage split between male and female members of staff was as follows:



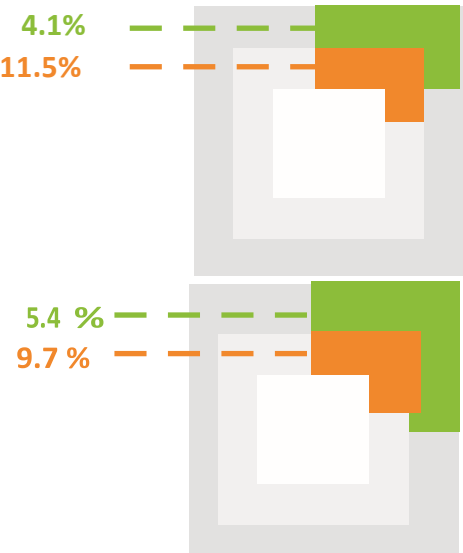


PROPORTION OF MALE & FEMALE EMPLOYEES BY QUARTILE PAY BANDS

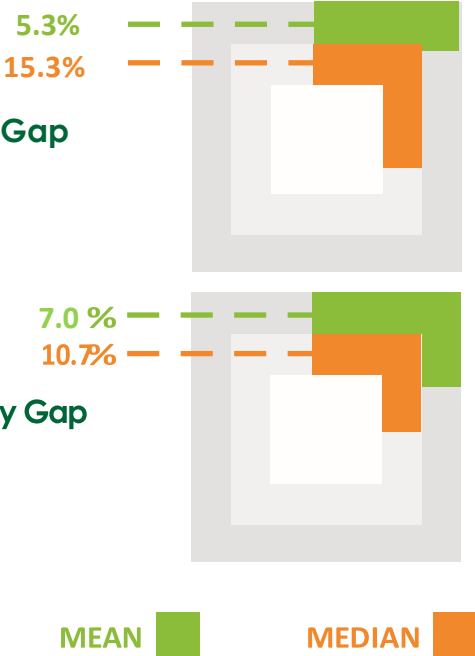


GENDER PAY GAP SUMMARY

2022



2023





GENDER BONUS GAP



Received Bonus: 94.2%



Received Bonus: 62.5%

Countrystyle operates a yearly discretionary performance bonus scheme for salaried staff (predominantly female) and a monthly KPI bonus scheme for hourly paid staff (predominantly male). In 2023 the Company changed the payment of the KPI bonus from weekly to monthly.

WHAT IS COUNTRYSTYLE CONTINUING TO DO TO ADDRESS ITS GENDER PAY GAP?

Countrystyle is therefore confident that its gender pay gap does not stem from payment of men and women differently for the same or equivalent work. Rather its gender pay gap is the result of the roles undertaken by men and women within the organisation and the salaries that these roles attract. We actively encourage women to apply for senior roles.

From the end of 2025 we are introducing a Trainee Management Scheme and plan to actively encourage women to look at roles in the Waste & Recycling sector.

Nicola Mason
Group HR Director