



It's all about the people

CSG | Gender Pay Gap Report 2023

About us

Founded in 1934, we are one of the UK's leading suppliers of specialist waste management solutions, offering a diverse range of services to householders and businesses nationwide.

Our dedicated, in-house transportation network enables us to collect most types of hazardous and non-hazardous waste streams from many locations throughout the UK, whilst our treatment and recovery centres utilise bespoke technology to treat, recover and recycle the waste that we collect. As was the case in 1934, we remain a family-owned business to this day.

Based from our head office near Fareham, Hampshire we operate over 28 facilities stretching from Cornwall to Kent and up to Manchester and Hexham in the north with a team of drivers, operatives, specialist consultants and engineers working together throughout the UK.

We are strongly motivated by the goal of diverting waste from landfill, recovering and recycling as much as possible from the waste streams that we handle.

Our mission statement:

To grow a sustainable, innovative and prosperous business while maintaining a high level of commitment to customers, shareholders, employees and the environment.

Our core values:

- ▶ Customer Service
- ▶ Innovation
- ▶ People
- ▶ Heritage

What is a gender pay gap?



From April 2017 the government introduced gender pay gap reporting for all companies with more than 250 employees on the snapshot date of 5th April. As the CSG group employed over 250 people on this date we are proud to comply with The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 and publish our data.

The gender pay gap measures the differences in average pay of male and female employees, irrespective of job role or seniority. This is different to equal pay which looks at the differences between male and females performing the same or similar work, or work of equal value.

This is our report for the snapshot date of 5 April 2023

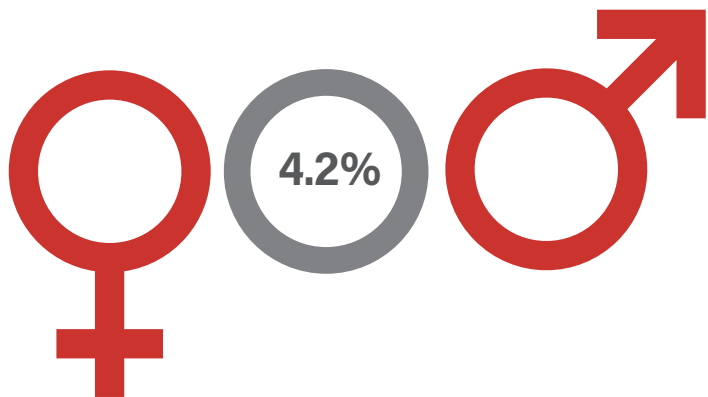


CSG's gender pay gap

The mean gender pay gap for CSG is:



The median gender pay gap for CSG is:



How does our pay gap compare?

Our analysis of the gender pay gap for the period April 2022 to April 2023 again shows that as an organisation, Cleansing Service Group performs very favourably against the national median statistics for the UK. The statistics for the UK as a whole are detailed below:

The reported median gender pay gap for the whole economy (according to the October 2023 Office for National Statistics (ONS) Annual Survey of Hours and Earnings (ASHE) figures) is 14.3%. (0.1% decrease since the latest figure published in October 2022 of 14.4%)

The mean gender pay gap for the whole economy has not been published by the ONS since 2020 so no figures are available for comparison.

	CSG	Whole Economy 2023 ONS ASHE
Mean Gender Pay Gap	2.2%	7.7% <small>*Reported for full-time employees only</small>
Median Gender Pay Gap	4.2%	14.3%

Gender pay gap background

In their 2023 Gender Pay Gap report, the ONS stated that the gender pay gap among full-time employees in April 2023 was 7.7%, down from 8.3% in April 2022. The median gender pay gap for the whole economy was 14.3% for the reporting year 2023. Against the national backdrop, CSG is performing very well against both median and mean measures.

The waste management industry continues to employ a larger number of males than females and this is reflected in CSG's employee ratio which as at the snapshot of 5th April 2023 stood at 122 female employees and 451 male employees.

Under the law, men and women must receive equal pay for:

- ▶ The same or broadly similar work;
- ▶ Work rated as equivalent under a job evaluation scheme; or
- ▶ Work of equal value.

CSG is committed to the principle of equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability.

CSG is therefore confident that its gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather its gender pay gap is the result of the roles in which men and women perform within the organisation and the salaries that these roles attract.

This can be seen below in the table depicting pay quartiles by gender. This shows CSG's workforce divided into four equal-sized groups based on hourly pay rates, with Band A including the lowest-paid 25% of employees (the lower quartile) and Band D covering the highest-paid 25% (the upper quartile). In order for there to be no gender pay gap, there would need to be an equal ratio of men to women in each Band.

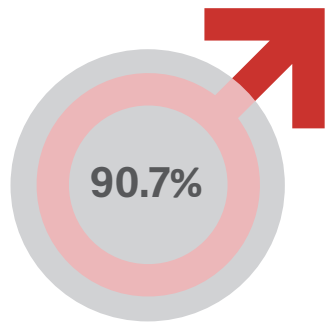
Band	Males	Females
A - Lower Quartile	69.0%	31.0%
B - Lower Middle Quartile	83.8%	16.2%
C - Upper Middle Quartile	85.2%	14.8%
D - Upper Quartile	76.2%	23.8%

The gender bonus gap

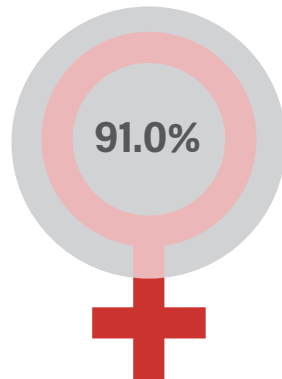
The mean gender bonus gap for CSG is -13.3%, which is a 4% decrease from last year's report, which reported the mean gender bonus gap as -9.3%.

The proportion of men at CSG who received a bonus in the 12 months up to 5 April 2023 was 90.7%, while for women it was 91.0% which is in line with what we would expect due to the Company wide bonus being paid in 2023. Senior managers received the additional senior management bonus in 2023 and with the replacement of a male Executive Director with a female Executive Director, along with an increase in females entering into management positions, this resulted in the negative mean figure this year.

Male employees in CSG that are receiving a bonus:



Female employees in CSG that are receiving a bonus:



What is CSG doing?

The directors are satisfied that our gender pay gap continues to reflect our attention to equality and fairness in our reward and recruitment strategy and are pleased that the results published in this report compare very favourably with that of organisations across the UK.

The HR strategy continues to focus managers attention to the equality of pay and promotional opportunities for all employees regardless of gender. The recruitment process uses a methodology which provides equal access to both men and women within the job market and provides for an internal promotion framework which manages the capability of all employees on merit and application to their jobs.

Creating an evidence base:

To identify any barriers to gender equality and inform priorities for action. This will include:

- ▶ The proportions of men and women applying for jobs and being recruited.
- ▶ The proportions of men and women applying for and obtaining promotions.
- ▶ The proportions of men and women leaving the organisation and their reasons for leaving.
- ▶ The numbers of men and women in each role and pay band.
- ▶ Take-up of flexible working arrangements by gender and level within the organisation.

These initiatives will not remove the gender pay gap, however the progress made is demonstrated in our reduced percentage gap figures. CSG is committed to reporting on an annual basis on what it is doing to reduce the gender pay gap and the progress that it is making.

Directors' statement

I, Neil Richards, Managing Director, and I, Steve Hicks, HR Director, both confirm that the information in this statement is accurate.

Neil Richards
Managing Director



Steve Hicks
HR Director



Date: April 2023