



Gender Pay Gap Report: 2025



Going Beyond Waste



I am proud to introduce CSG's Gender Pay Gap Report for 2025. The success of CSG is firmly rooted in our people, and we are committed to ensuring that everyone feels valued, treated with respect and given the opportunity to develop. That's why we're clear that pay decisions across the business are made using a consistent and fair approach, based on the role and its responsibilities - regardless of gender. This is supported by our robust reward, recruitment and promotion frameworks, which ensure decisions are made on merit, capability and performance.

The results set out in this report are a testament to this approach and compare positively with the majority of organisations across the UK. I am particularly pleased that the actions we have taken continue to contribute to a reduction in our gender pay gap over time. While we are encouraged by this progress, we know there is always more to learn. We remain focused on building our understanding of workforce trends by looking closely at recruitment, progression, retention, flexible working and pay across the Group.

As a family-owned business with a long-term outlook, we believe that creating an inclusive and equitable workplace is fundamental to our success. We will continue to report transparently on our progress and to take practical, meaningful steps to ensure that everyone at CSG has the opportunity to thrive.

Jen Cartmell | CSG Managing Director

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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



People



Heritage



Innovation

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

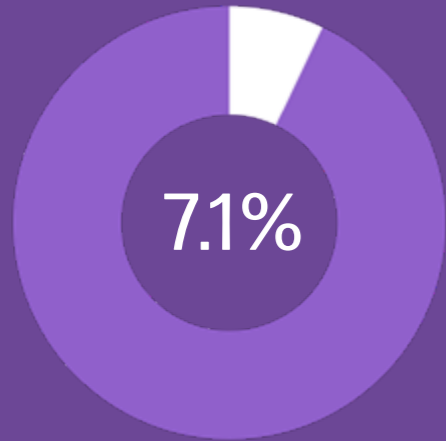
female employees, irrespective of job role or seniority. This is different to equal pay which looks at the differences between male and females performing the same or similar work, or work of equal value.

This is our report for the snapshot date of 5 April 2025

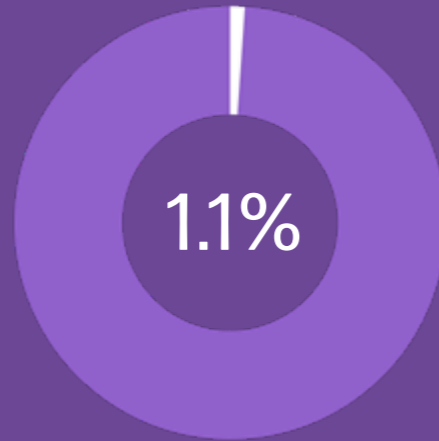
CSG's gender pay gap



Our median gender pay gap:



Our mean gender pay gap:



How does our pay gap compare?

Our analysis of the gender pay gap for the period April 2024 to April 2025 again shows that as an organisation, Cleansing Service Group performs very favourably against the national median statistics for the UK.

The following are statistics for the UK as a whole:

The reported median gender pay gap for the whole economy (according to the provisional data from the Office for National Statistics (ONS) based on April 2025 figures,) is 12.8%. (a decrease of 0.3% from 13.1% published in 2024).

CSG's gender pay gap cont'd

	CSG
Median Gender Pay Gap	7.1%
Mean Gender Pay Gap	1.1%



Gender pay gap background

In their 2025 Gender Pay Gap report, the ONS stated that the gender pay gap among full-time employees in April 2025 was 6.9%, slightly down from 7.1% in 2024. The gender pay gap for the whole economy was 12.8% for the reporting year 2025 indicating a slow continual narrowing of the gap. Against the national backdrop, CSG is performing very well against both 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 April 2025 stood at 132 female employees and 481 male employees.

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.

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.



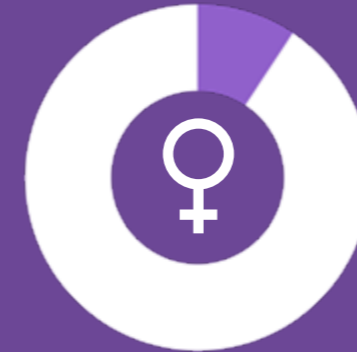
This can be seen below in the following table depicting pay quartiles by gender. This shows CSG's workforce divided into four equal-sized groups based on hourly pay rates, with Band A including the lowest-paid 25% of employees (the lower quartile) and Band D covering the highest-paid 25% (the upper quartile). 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	65.4%	34.6%
B - Lower Middle Quartile	83.7%	16.3%
C - Upper Middle Quartile	85.6%	14.4%
D - Upper Quartile	79.2%	20.8%



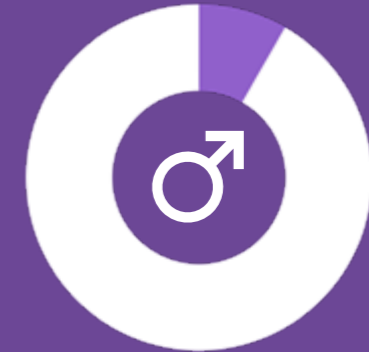
The gender bonus gap

Male employees in CSG that are receiving a bonus:



90.7%

Female employees in CSG that are receiving a bonus:



91.7%

The mean gender bonus gap for CSG demonstrates a bonus gap in favour of women and is -18.0%, which is a 12.2% increase of females receiving the bonus from last year's report, which reported the mean gender bonus gap as -3.8%.

The proportion of men at CSG who received a bonus in the 12 months up to 5 April 2025 was 90.7%, while for women it was 91.7% which is the result of a Company-wide bonus being paid in 2025. Senior managers received the additional senior management bonus in 2025 and with an increase in females entering management positions, this resulted in another negative mean figure this year. With the replacement of a male Managing Director with a

female Managing Director, the mean figure increased substantially by 12.2% this year.

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, Jen Cartmell, Managing Director confirm that the information in this statement is accurate.

J. Cartmell

Jen Cartmell
CSG Managing Director



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