



**REAL** Recycling  
Creating **REAL** Jobs  
Providing **REAL** Services



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# GENDER PAY REPORT

## 2023



## INTRODUCTION

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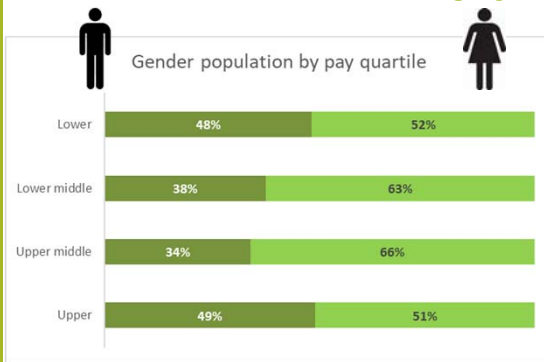
Nathans Wastesavers believes in a diverse workforce and that an inclusive environment is key to the success of the business. Having an equal rate of pay for factory working and ensuring opportunities for women across all areas of the business are important for continuous improvement and driving the company forward.

Total employees at NWS **>300**

Female Employees **58%**

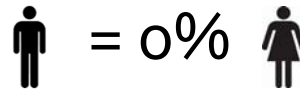
# THE GENDER PAY GAP

Under UK Government's gender pay gap regulations, every employer with more than 250 employees needs to report their gender pay gap.



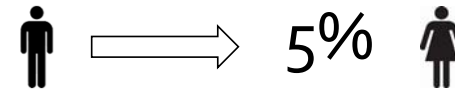
We split our employees into 4 quartiles based on hourly paid rates. As at 30 April 2022 we have a higher population of female employees across the quartiles. 95% of our employees work in a factory that has a higher population of female employees to male.

## Median pay gap based on hourly rates



The median pay gap is influenced by the high number of employees working in the factory. These employees are paid the same hourly rate.

## Mean Bonus Gap



The bonus median gap is driven by the higher % of female employees in management, supervisory and administrative roles that do not necessarily receive bonus payments.

## SUMMARY

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- At Nathans Wastesavers we are committed to ensuring that our pay rates remain equal when men and women are doing the same job.
- Recruitment will continue to be inclusive to ensure an open and forward thinking culture in the business.
- Internal development for all employees will be fair, consistent and consider the gender pay gap during all processes.

*I confirm that the information reported is accurate  
and meets the requirements of the Equality Act 2010  
(Gender Pay Gap Information Regulations 2017)*



Trevor Elliot  
Director