



**Beauparc  
Gender Pay Gap 2022  
Business Summary  
April 2023**



# Introduction

In line with legislation, we will be completing Gender Pay reporting across the group. This is the first time we have reported for our business in Ireland, Panda. B&M Waste and Mid UK Recycling will report in April 2023.

Gender Pay reporting provides the opportunity to review pay arrangements for employees as a comparison (using a number of different statistical measures) and it is then our responsibility to understand the reasons for the differences and take necessary actions where required.

Diversity and inclusion is, and will continue to be an important part of how we work as an organisation. We need to attract employees with different experiences, backgrounds, thoughts and knowledge and it is the inclusive environment we need to create which will enable this diversity to grow, develop and innovate, creating equity for all employees and delivering great solutions for our customers.

We have already launched our Diversity, Equality and Inclusion policy and we will be spending time in the early part of this year to understand what culture and environment we need to realise performance and success.

The result will be a clear statement, updated policy and plan which will align with our business strategy.

Brian McCabe, CEO



# Explanation

All data and information was compiled using the standard methodologies set out in the UK Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, and The Gender Pay Gap Information Act, assigned into Irish law in 2021. There were three employing entities which employed 250 or more workers in the UK, and one employing entity in the Republic of Ireland. The businesses are AWM, B&M Waste Services and Mid-UK Recycling in the UK, and SEHL in the Republic of Ireland.

The data snapshot date for the GPG figures in this report is as of 5th April 2021 for our UK businesses and the 30<sup>th</sup> June 2021 for our businesses based in the Republic of Ireland. The four employing entities comprises of over 70% of employees within the Beuparc Group.

The GPG report measures the difference in the average hourly pay of men and women, using a variety of statistical measures. These are the Mean Pay, which is the difference in the average hourly or bonus pay for women when compared to men, and the Median Pay which is the difference in the mid-point of hourly or bonus pay for women when compared to the mid-point of hourly or bonus pay for men.

A negative number indicates that the female population has a higher figures than the male population; and a positive number indicates that the male population figure is higher than the female population figure.

These results are published on the [www.gov.uk](http://www.gov.uk) website as well as each company website.

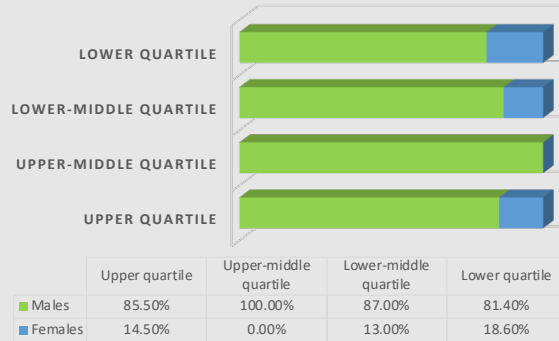




## Populous



## Population in each quartile



## Gender pay and bonus gap results

Difference between Men and Women	Mean (average)	Median (middle)
Gender pay gap (all)	-1.78%	16.79%
Gender bonus gap	96.67%	96.67%

## Proportion of staff receiving a bonus



## Interpreting the gender pay gap results for AWM

AWM employed 287 people, of which 253 (88%) were male and 34 (12%) were female.

The mean (average) hourly pay for our female workforce was 1.7% higher than the mean (average) hourly pay for our male workforce. The median (middle) pay value favoured men, which was 16.7% higher than the median (middle) hourly pay for women.

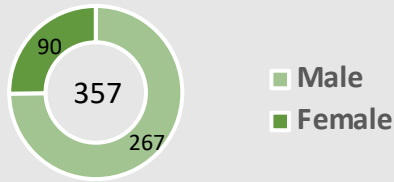
In AWM our female workers mainly hold administrative, customer-facing or office-based roles in comparison to male workers who are predominantly employed in manual roles on a lower pay level.

For parttime employees, AWM reported an average hourly pay for females higher (40.9%) than males and a median pay in favour for females (21.5%) which is above the mid-point of pay for men.

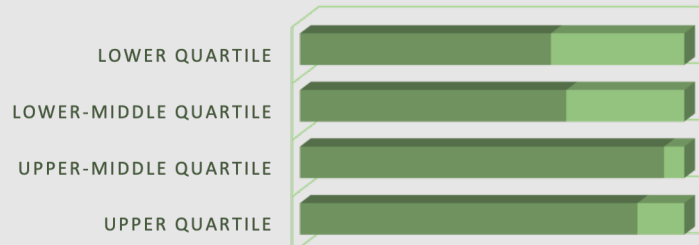
While the proportion of female workers that received a bonus was higher (11% of the total female population), the bonus pay for females was considerably lower. A smaller percentage of males (0.5%) received a bonus, and this was 96.6% more favourable than the mean and median of the females.

This means that females are better represented within bonus qualifying roles at AWM, and the senior, higher paid roles are male.

## Populous



## Population in each quartile



	Upper quartile	Upper-middle quartile	Lower-middle quartile	Lower quartile
Males	87.80%	94.70%	69.30%	65.30%
Females	12.20%	5.30%	30.70%	34.70%

## Gender pay and bonus gap results

Difference between Men and Women	Mean (average)	Median (middle)
Gender pay gap (all)	10.70%	12.00%
Gender bonus gap	91.50%	0.00%

## Proportion of staff receiving a bonus



## Interpreting the gender pay gap results for Mid UK Recycling

Mid-UK employed 357 people, of which 267 (75%) were males and 90 (25%) were female.

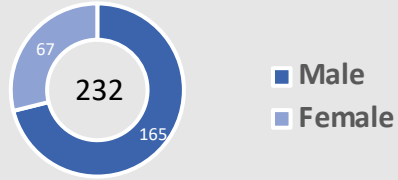
The mean (average) hourly pay of our female workforce was 10.7% lower than the average hourly pay of our male workforce. The median (middle) pay value favours men, was 12% higher than the median (middle) hourly pay for women.

In Mid-UK, a high number of males perform roles which includes shift premium pay and are better represented within managerial and professional graded positions.

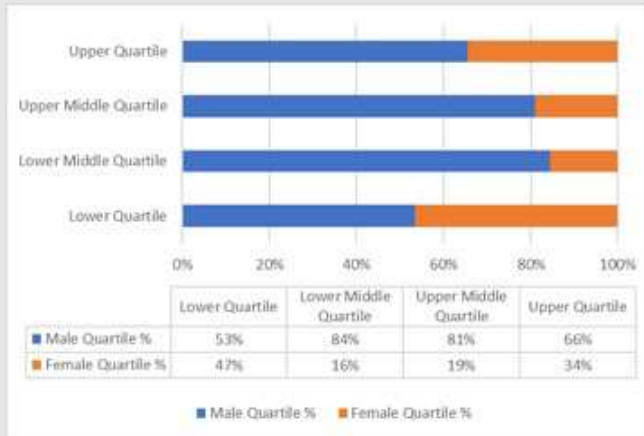
At the date of reporting, Mid UK did not employ any part time workers.

The mean (average) bonus paid to our male workforce was 91.5% higher than the average bonus paid to females. This is because typically bonus payments are higher for senior and middle managers than for operational and administration positions, and these roles are predominantly occupied by males in Mid-UK. There is no difference between the median (middle point) when comparing the male and female bonus, the majority of Mid-UK employees received the same Christmas bonus in 2021.

## Populous



## Population in each quartile



## Gender pay and bonus gap results

Difference between Men and Women	Mean (average)	Median (middle)
Gender pay gap (all)	4.55%	4.73%
Gender bonus gap	38.04%	55.74%

## Proportion of staff receiving a bonus



## Interpreting the gender pay gap results for B&M Waste Services

B&M Waste Services employed 232 people, of which 165 (71%) were males and 67 (29%) were female.

The mean (average) hourly pay favoured the male workforce, which was 4.5% higher than the average hourly pay for the female workforce. The median (middle) pay gap favoured males, which was 4.7% higher pay for women.

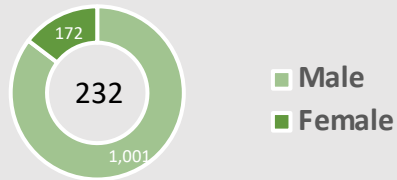
B&M employ a higher number of male operational and drivers with an hourly rate generally higher in comparison to the administrative and customer-facing roles which females occupy.

B&M reported 4% part time employees, all of which were female.

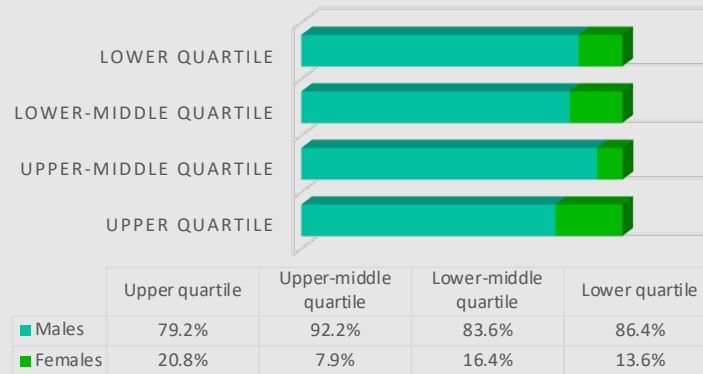
The proportion of male workers that received a bonus was slightly higher (88.4%) in comparison to female workforce (83.5%). The bonus pay for women was lower with a mean (average) of 38% in favour of males and a median (middle) bonus gap of 55.7% for males. This is reflective of the higher percentage of senior positions employed by B&M, the majority of which are male employees.



## Gender pay and bonus gap results



## Population in each quartile



## Proportion of staff receiving bonus

Difference between Men and Women	Mean (average)	Median (middle)
Gender pay gap (all)	-7.6%	1.6%
Gender bonus gap (part time)	-15.2%	4.9%
Gender bonus gap	-36.0%	23.9%

## Populous – snapshot 5th April



## Interpreting the gender pay gap results for Panda Waste

SEHL employed 1,173 people, of which 1001 (85%) were male, and 172 (15%) were female.

The average hourly pay of our female workforce was (-7.6%) higher than the average hourly pay of our male workforce. The median (middle) pay gap favoured men (+1.6%).

For part-time employees, the average hourly pay for women was 15.2% higher than average hourly pay for men. The median (middle) of pay for part-time employees favoured men (+4.9%) above the mid-point of pay for women.

A high number of females perform office-based sales/customer facing roles, which attracts target-based incentives bonus payments. The mean (average) bonus gap for our female employees was higher (-36%) than the average bonus paid to men. The median (middle) bonus gap favoured men (+23.9%) compared to women.

## Beuparc Commitment and Objectives for 2023

The following are actions that we have committed to previously and following the results of the Gender Pay Gap, have further strengthened our commitment in these areas.

We will continue to conduct regular analysis to ensure that relative pay levels between male and female employees are monitored across all of the business entities within the group. This will allow us to ensure that we have knowledge of these levels for future decision making across our businesses. As part of this, we will increase the focus on creating a more diverse workforce, through specific changes in our sourcing and selection processes to ensure availability for all.

Our employees and leaders are key to our future growth, development and success as a business. We are therefore committing to developing our leaders through a programme of leadership and people management training, which is designed to ensure they can all lead their teams effectively and engage in a meaningful way, through all that they do.

Our employees all have a voice within the group, and we are committed to introducing involvement forums where key subjects will be discussed around DE&I and development to ensure all our employee's opinions are heard, across all departments.

Finally, it is key to ensure that everyone has an understanding of equity and diversity across all areas of the business. This will be achieved through specific training in these areas, whilst also ensuring we are involved in relevant events, whilst communicating openly to our teams around the importance of celebrating our successes in the future.