



GENDER PAY GAP REPORT 2018

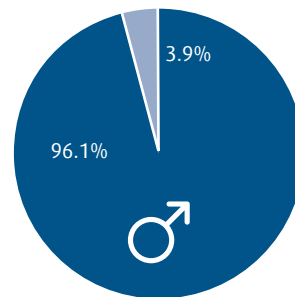
Irrespective of gender ALS fosters an environment where everyone is encouraged to fulfil their potential.

Pay & Bonus Gap

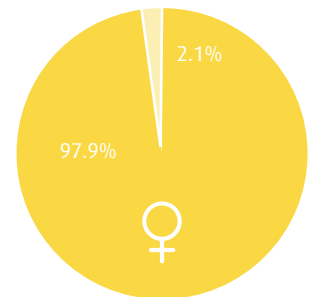
Difference between men and women		
	MEAN	MEDIAN
Hourly Fixed Pay	6.40%	-4.13%
Bonus Paid	52.0%	96.7%

The table above details our overall mean and median gender pay gaps based upon hourly rates of pay as at 5th April 2018 and the mean and median differences in relation to bonuses paid in the year up to 5th April 2018.

Proportion of staff awarded a bonus for 2017/18



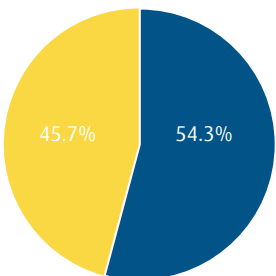
● Awarded
● Not Awarded



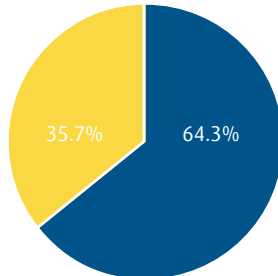
● Awarded
● Not Awarded

Pay Quartiles

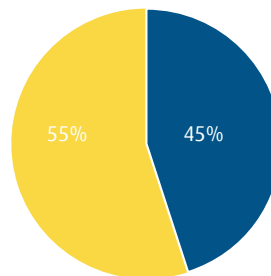
LOWER QUARTILE



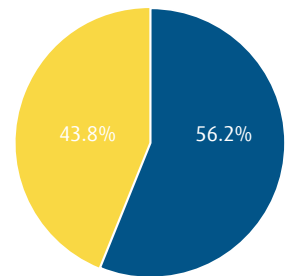
LOWER MID QUARTILE



UPPER MID QUARTILE



UPPER QUARTILE



The "quartiles" above show the male to female split of our workforce in each pay quartile. They were established by ranking our whole workforce in order of hourly pay rates from lowest to highest and then dividing them into four equally sized pay quartile groups, following which the proportions of men and women in each of the quartiles were calculated. ALS Environmental has robust salary and recruitment policies which enable us to create a framework of pay ranges resulting in the avoidance of any gender bias. We are pleased with the results which show a positive shift in a reduction of the number of females in the Lower Mid Quartile and a significant increase in the number of females in both the Upper Mid and Upper Quartiles. We believe our gender pay gaps demonstrate our on-going commitment to pay equality and place us in a strong position within our industry. We will continue to monitor the gender pay gap balance across our business.