



GENDER PAY GAP REPORT 2020

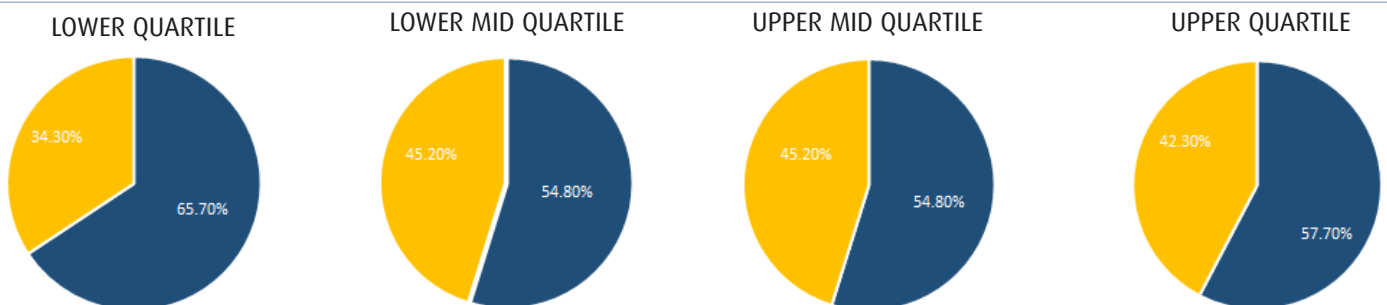
Irrespective of gender ALS fosters an environment where everyone is encouraged to fulfil their potential.

Pay & Bonus Gap

Difference between men and women		
	MEAN	MEDIAN
Hourly Fixed Pay	3.39%	3.18%
Bonus Paid	32.24%	19.09%

The table above details our overall mean and median gender pay gaps based upon hourly rates of pay as at 5th April 2020 and the mean and median differences in relation to bonuses paid in the year up to 5th April 2020.

Pay Quartiles



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.

It is pleasing to report again that our ‘mean’ gender pay gap continues to reduce with the difference now down to 3.39% in favour of men, this is our third successive year of reduction.

ALS Environmental continues to review and modify its robust salary and recruitment policies, we have created a framework of pay ranges and competencies resulting in the avoidance of any gender bias. This is re-enforced by the results which show a significant shift in a reduction of the number of females in the Lower Quartile and a positive increase in the number of females in the Upper Quartile. We believe that 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. Also, our results have not been skewed by furlough, of those we had to exclude it was 51%/49% male/female.

Proportion of staff awarded a bonus for 2019/20

