

GENDER PAY GAP REPORT 2021/2022



Overview

Cory Group is committed to being an employer of choice and making recruitment and promotion decisions based on people's abilities and potential.

As at April 2022, our gender pay gap as measured by mean hourly pay is favourable to women (-14.4%). However, when measured by median pay, the gap is 11.5% in favour of men. This is mostly caused by the wider demographics of the waste management and engineering sectors.

Although reducing this gap is a challenge, this represents an improvement compared with the previous reporting period, where there was a gender pay gap in favour of men of 16.1% on a median basis.

We are continuing to review and monitor the diversity of our workforce, whilst also recognising that we have a relatively low staff turnover rate of 16%, meaning that we must take a long-term view when it comes to changing the gender make-up of our business.

Highlights and observations

- When using the measurement of mean hourly pay, women continue to be paid higher hourly rates on average, by over 14.4%. More women received a bonus than men, and were on average paid a higher bonus than their male counterparts.
- Since we last reported, the percentage of women in the workforce has decreased slightly, from 12% to 11%.
- Female employees are represented at all levels in the organisation, and Cory's Executive Leadership Team is 25% female.
- There is a particular challenge at the Middle Upper Quartile of our workforce, which is only 2% female. This is partly because we have recently had female individuals move up from this Quartile into our Upper Quartile. We are also taking steps to improve the pipeline of women coming into operational management roles, for example identifying female future leaders and providing access to training opportunities to support their professional development.
- Our HR team ensures that all recruitment adverts are gender neutral and considers the most appropriate forums to advertise roles in order to attract a diverse range of applicants. Where possible, we work to ensure that we can accommodate flexible working in order to support employees who have responsibilities such as childcare.
- Cory continues to make significant efforts to raise awareness of careers in the STEM fields. Through our community engagement programme Cory and our employees have actively supported groups and activities which aim to increase female participation in this sector, including:
 - o Supporting local groups through our community fund, including those dedicated to improving access to maritime skills and careers such as Ahoy and the Isle of Dogs Sea Cadets.
 - o Presentations on careers in our industry to schools, colleges and universities. A dedicated teacher training day is planned for 2023.
 - o Bexley Eco-Fest, delivered in partnership with the London Borough of Bexley and staff and students at London South East Colleges.
 - o Supporting the industry-led Industrial Cadets Award.

Findings

The following data outlines Cory’s position in relation to its gender pay gap as at 5 April 2022 and fulfils its legal requirement to comply with the gender pay gap reporting regulations.

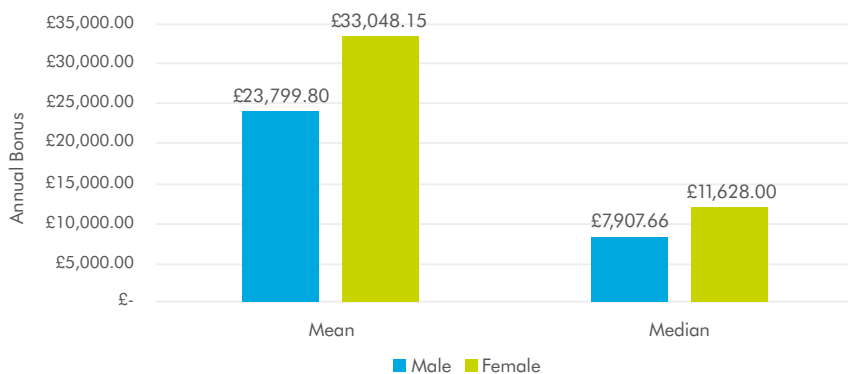
Mean & median gender pay gap



The table above shows our overall mean (average) and median (midpoint of salary distribution) gender pay gap based on hourly rate of pay. These are -14.4% and 11.5% respectively.

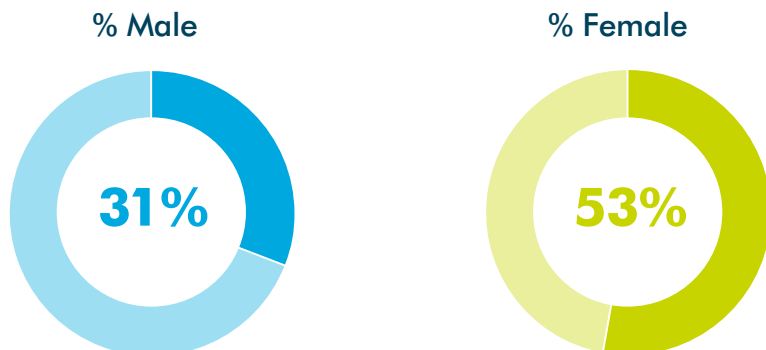
The negative mean gender pay gap indicates that the average hourly rate for women is higher than the average hourly rate for men across the Group. This is due to the fact that we have many more male workers than female workers, particularly in operative roles, whereas women are better represented in senior support roles, which typically attract higher pay.

Mean & median bonus gender pay gap



The table above shows that bonus payments within the Group were on average higher for female employees, with a -7% mean and -38% median bonus pay gap, for the 12 months ending in April 2022. This is a result of more women being in roles that are eligible to receive a higher bonus rate than male employees.

Proportion of male and female employees receiving a bonus payment:



In the 12 months ending in April 2022, 53% of women received bonuses and 31% of men received bonuses. This is due to the nature of roles undertaken by women at Cory, which means that they are more likely to be eligible to receive bonuses.

Proportion of males & females in each quartile band

	Male	Female	Total	Female	Male
Lower Quartile	75	14	89	16%	84%
Middle Lower Quartile	78	11	89	12%	88%
Middle Upper Quartile	87	2	89	2%	98%
Upper Quartile	76	13	89	15%	85%
Total	316	40	356	11%	89%

This data shows the male/female split of our workforce in each pay Quartile. Broadly, the proportions reflect the composition of our overall workforce (89% male, 11% female), apart from the Middle Upper Quartile.

Supporting Statement

What Next?

Cory will continue to build on our existing efforts over the next 12 months and beyond.

- In March 2023 we will be launching the Cory Women's Network, which will offer a forum for female employees to benefit from professional and pastoral support as well as learning opportunities for the wider business.
- Following the implementation of new flexible working legislation, we have/are updating our policies accordingly.
- We will continue to build on our relationship with independent charity Pregnant Then Screwed in order to identify potential improvements to our parental leave policy as well as considering how we provide improved support for issues such as baby loss.
- We continue to look for ways to increase female participation in our apprenticeship scheme. This is supported by work experience weeks and outreach to local schools, with a particular focus on encouraging participation in STEM.
- We are developing a dedicated social value strategy, which will include a focus on increasing STEM participation amongst under-represented groups including women.
- We will continue our programme of open days at our facilities, providing learning opportunities about our sector and the jobs available within it.
- We continue to monitor our gender pay gap throughout the year and seek ways in which we can improve our performance.
- We will be launching a mentoring scheme in 2023. Whilst the first cohort will not be focused solely on female progression, we are looking to expand this to include a female leadership module.

I confirm that the published information is accurate.



Toby Warren
Director of HR

Legal Statement

Cory is the trading name for each of the companies within the Cory Group, comprising Cory Topco Limited (registered company number 11385842) and its subsidiaries including Cory Environmental Holdings Limited, Cory Environmental Limited, Riverside Resource Recovery Limited, Riverside (Thames) Limited, Riverside Energy Park Limited, Cory Ship Repair Services Limited and Cory Barking Operations Limited.

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