

# GENDER PAY GAP REPORT 2022/2023



# 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 2023, our gender pay gap as measured by mean hourly pay is favourable to women (-12.89%). However, when measured by median pay, the gap is 10.67% in favour of men. This is caused by there being proportionately fewer women in the Middle Upper Quartile compared to men.

It remains the case that Women employed by the Company are on average in roles that pay more on an hourly basis and are more likely to be in roles that receive a bonus.

The overall trend of women being a minority of our employees has improved (women now make up 12% of the workforce v 11% last year) however as previously identified the demographics of the industry are predominately male, highlighting the need for our continued efforts and focus.

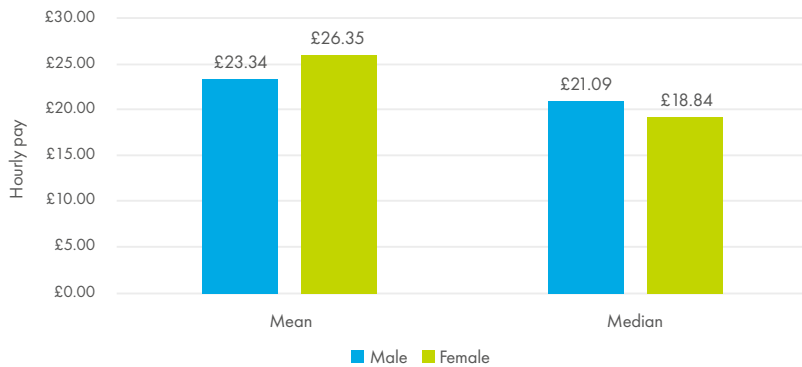
## Highlights and observations

- When using the measurement of mean hourly pay, women continue to be paid higher hourly rates on average, by 12.89%. 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 increased slightly, from 11% to 12%.
- Female employees are represented at all levels in the organisation, and Cory's Executive Leadership Team remains 25% female.
- There is a particular challenge at the Middle Upper Quartile of our workforce, which is only 3% female. This is largely caused by one group of worker (the Lighterage Team) who are on fixed spot rate salaries filling most of the roles in this Quartile. This cohort is 100% male, and steps are being taken to increase the diversity.
- Our HR team continues to ensure that all recruitment adverts are gender neutral and continues to consider the most appropriate forums in which to advertise roles, in order to attract a diverse range of applicants. Where possible, we work to ensure that we can accommodate flexible working to ensure maximum accessibility for all applicants and potential employees.

# 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.

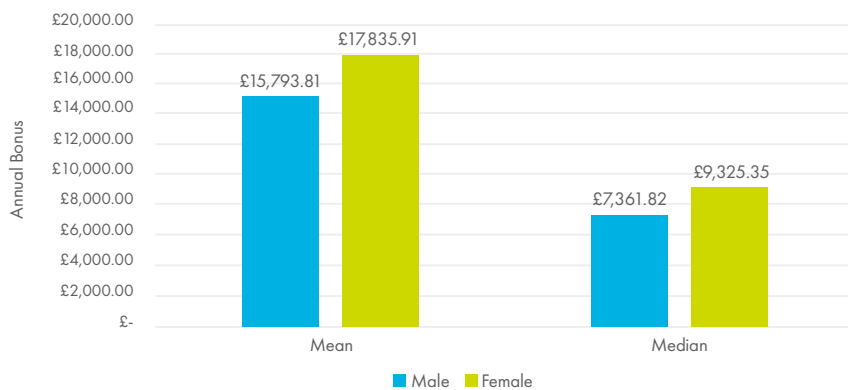
## Mean & median gender pay gap



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 -12.89% and 10.67% respectively.

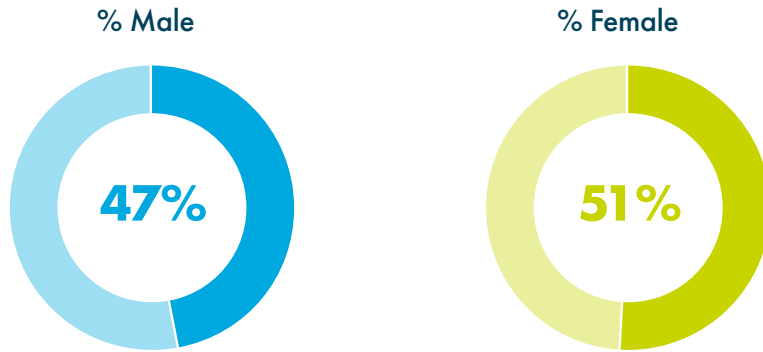
The negative mean gender pay gap indicates that the average hourly rate for women is higher than the average hourly rate for men across the Group. This is largely driven by the proportionately higher number of women in Upper Quartile roles.

## 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 -12.93% mean and -26.67% median bonus pay gap, for the 12 months ending in April 2023. This is a further indication of there being a proportionally higher representation of women in Upper Quartile roles.

**Proportion of male and female employees receiving a bonus payment:**



In the 12 months ending in April 2023, 51% of women received bonuses and 47% of men received bonuses. There has been significant shift in this figure following the acquisition of the Barking Transfer Stations, which included a bonus scheme for drivers. This will be reversed in the 2024 report.

**Proportion of males & females in each quartile band**

	Male	Female	Total	Female	Male
Lower Quartile	77	14	91	15%	85%
Middle Lower Quartile	82	10	92	11%	89%
Middle Upper Quartile	89	3	92	3%	97%
Upper Quartile	76	16	92	17%	83%
Total	324	43	367	12%	88%

This data shows the male/female split of our workforce in each pay quartile. Broadly, the proportions reflect the composition of our overall workforce (88% male, 12% female), apart from the Middle Upper Quartile.

# Supporting Statement

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## What Next?

It is apparent that the Company does not have a Gender Pay Gap of concern. It is of note that the organisation remains overwhelmingly male, but that some progress has been made in the last 12 months to close this gap. Therefore, the focus for 2023/24 and beyond will be to build on these actions and to continue to bank the gains.

The steps that we will take include:

- increasing the funding to the newly formed Women's network to ensure it has the time and resources to continue its mission.
- altering the selection criteria in the Cory community fund to encourage more applications from organisations that advance the opportunities for women and girls in our local communities.
- continuing 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.
- continuing 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.
- continuing our programme of open days at our facilities, providing learning opportunities about our sector and the jobs available within it.
- continuing to monitor our gender pay gap throughout the year and seek ways in which we can improve our performance.
- continuing the mentoring scheme in 2023 and will ensure that the next cohort focuses on women with high potential.

I confirm that the published information is accurate.



**Toby Warren**  
Director of HR

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## 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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