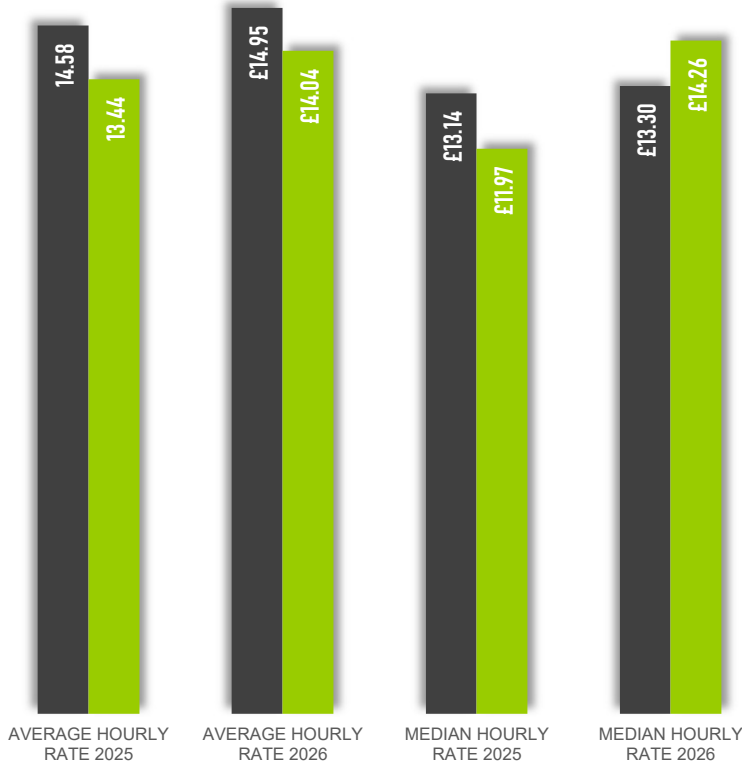
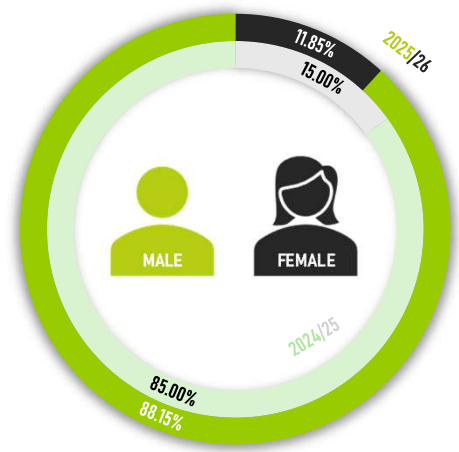


INTRODUCTION

Employers with 250 or more employees are required each year to publish gender pay gap information showing the difference in average hourly pay between male and female colleagues.

North Somerset Environment Company Ltd is committed to ensuring that men and women receive equal pay for like work, for work rated as equivalent, and for work of equal value. To support this, we operate a transparent pay system that is based on objective criteria and designed to be free from bias.

We are dedicated to providing a balanced, fair and inclusive workplace for our colleagues and the residents we serve. Understanding our gender pay gap figures helps us to identify areas for improvement and to advance our goal of achieving gender equality across our organisation.



REVIEWING OUR ANALYSIS

Overall, our analysis shows that North Somerset Environment Company Ltd remains a predominantly male workforce, with 88.15% (85.00% in 2024/25) of colleagues identifying as male and 11.85% (15.00% in 2024/25) as female. This context is important when interpreting our gender pay gap figures, as small changes in pay for a relatively low number of women can have a proportional greater impact on the results.

In terms of pay, female colleagues have an average hourly rate of £14.95 (£14.58 in 2024/25), compared with £14.04 (£13.44 in 2024/25) for male colleagues. This means that, on average, women earn slightly more per hour than men across the organisation. At the median, however, female colleagues receive £13.30 per hour (£13.14 in 2024/25), while the median hourly rate for male colleagues is £14.26 (£11.97 in 2024/25), indicating that the typical male colleague earns more than the typical female colleague.

Over the last annum we have reviewed and increased the driver hourly rate which has impacted upon the Median Hourly Rate in 2025/26, resulting in a higher rate for male colleagues in 2025/26 than females, in contrast to that of 2024/25.

Additional recruitment into our Senior Leadership Team, of whom the successful candidates were male, has also had an impact on our figures as represented in the Upper Quartile statistics.

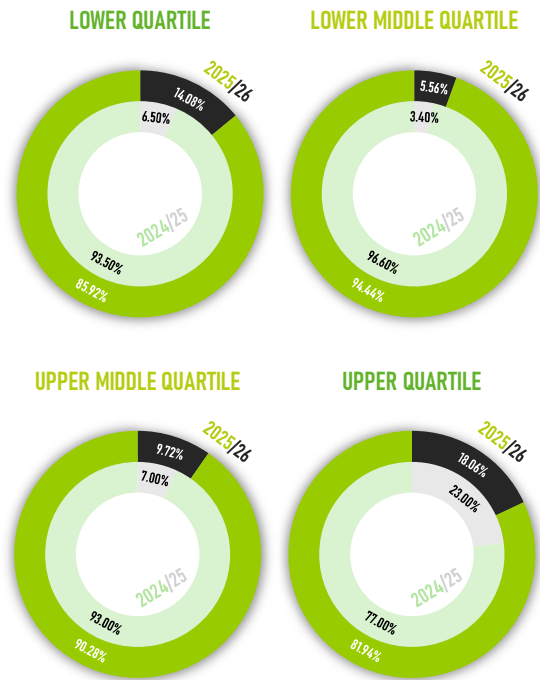
OUR GENDER PAY GAP SUMMARY

Our 2025/26 gender pay gap data reflects a predominantly operational and male workforce, with 88.15% of colleagues being men and 11.85% women, which strongly influences both representation and pay outcomes across the organisation. While the average hourly rate for female colleagues (£14.95) is higher than for male colleagues (£14.04), the median hourly rate for women (£13.30) is lower than that for men (£14.26), indicating that women are more concentrated in lower-paid roles and that a smaller number of higher-paid female positions are lifting the average.

PROGRESS & NEXT STEPS

Our recruitment and selection processes support our ongoing commitment to offer promotion opportunities and career development to our colleagues. The recent introduction of formal appraisal processes emphasises this commitments and our culture of continuous development of our colleagues. We also undertake benchmarking exercises against other companies in our sector to ensure that our rates are fair and comparable. We have refined our recruitment process to improve the overall candidate experience. We will continue to encourage gender equality at work over the next 12 months through:

- Continuing to maintain fair and consistent pay and salary bands.
- Improving the digital experience and utilising digital tools to improve the candidate and onboarding experience.
- Making all positions within our business attractive to all genders.
- Better publicise our family friendly policies, such as parental leave.



Stuart Jellings
Managing Director