



Caring for your Environment

Gender Pay Gap Report 2025

Snapshot Date: 29 June 2025

Introduction

This report examines pay disparities between male and female employees to provide an insight into the company's compensation structure, identify potential areas of inequality, propose actionable strategies to address and reduce the gender pay gap and is intended to guide future policies and practices aimed at fostering equity in the workplace.

A large portion of our business is logistics based and historically that has been a male dominated sector. Barna Recycling is committed to the challenge of recruiting women for transport roles and promoting this sector of our business to achieve good participation of both men and women.

Our site processing operations (Recycling, Baling and Skip sorting operations) are labour intensive and historically this has also been a male dominated sector and, as outlined above for our transport sector, we are also committed to developing opportunities for women in this sector.

In all other aspects of the business, we have achieved a very good mix of men and women in the workplace.

Employment Profile



Barna Recycling has a mean gender pay gap of -4% in favour of women and a median gender pay gap of 7% in favour of men. For part time employees, the mean gender pay gap is -1% in favour of women & a median gender pay gap is -3% in favour of women.

There has been a significant shift in the gender payment gap relating to payment of bonuses, when compared to 2024. The mean bonus changed from 66% in favour of men in 2024 to -58% in favour of women. The median bonus changed from 70% in favour of men to -51% in favour of women. During 2025 changes were made to various bonus systems and given the distortion of male to female employee numbers in certain sectors (Transport and Operations mainly) this change has given rise to a significant shift in reported data.

Gender Pay Gap Profile Profile

The **mean gender pay gap** is the difference in the arithmetic average hourly pay for women compared to men in our organisation.

The **median gender pay gap** is the difference between women's median hourly pay (the middle-paid woman) and men's median hourly pay (the middle-paid man).

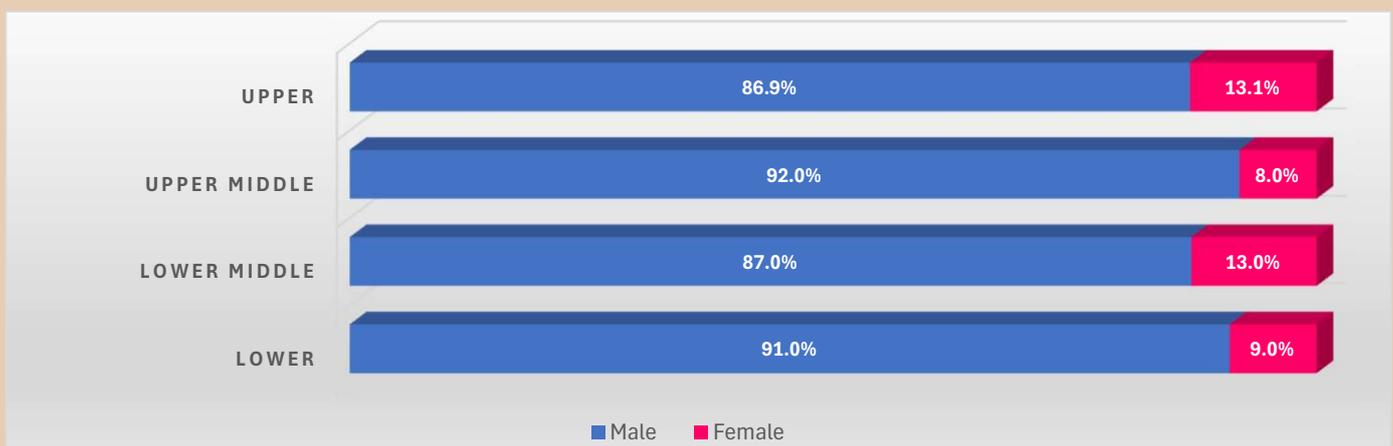
It is useful to look at both the mean and median figures as each one can tell us something different about the underlying factors affecting the pay gap.

		Gender Pay Gap
Reg 7.(1)(a)	Mean Hourly Remuneration (All Employees)	-4%
Reg 7.(1)(b)	Mean Hourly Remuneration (Part-Time Employees)	-1%
Reg 7.(1)(c)	Mean Hourly Remuneration (Temporary Employees)	6%
Reg 8.(1)(a)	Median Hourly Remuneration (All Employees)	7%
Reg 8.(1)(b)	Median Hourly Remuneration (Part-Time Employees)	-3%
Reg 8.(1)(c)	Median Hourly Remuneration (Temporary Employees)	-5%
Reg 9.(1)(a)	Mean Bonus	-58%
Reg 9.(1)(b)	Median Bonus	-51%
Reg 9.(1)(c)	Percentage of Employees paid a bonus	45%
Reg 9.(1)(d)	Percentage of Employees paid BIK	100%

Gender Pay Gap Quartile Differences

The Gender Pay Gap Quartile Differences shows the percentage of male and female employees across hourly rate quartiles. Barna Recycling shows consistent percentages across all quartiles representing a fair distribution over all salary levels.

		Male	Female
Reg 10.(1)(a)	Lower Remuneration Quartile Pay Band	91.0%	9.0%
Reg 10.(1)(a)	Lower Middle Remuneration Quartile Pay Band	87.0%	13.0%
Reg 10.(1)(a)	Upper Middle Remuneration Quartile Pay Band	92.0%	8.0%
Reg 10.(1)(a)	Upper Remuneration Quartile Pay Band	86.9%	13.1%
Total Gender Breakdown		89%	11%



Analysis

Our overall target is that we achieve 100% pay parity for all employees engaged in similar work. While factors, such as length of service and experience may affect individual pay arrangements, our objective has been, and will continue to be, that gender plays no part in any pay discrepancies among our workforces.

We are further committed to ensuring that we offer promotional opportunities to all staff. We see this as critical to ensuring we have the right people in the right positions and thereby enable us to get the best from our talent pool while at the same time providing a workplace for our staff that gives them a sense of purpose and meaning.

There is a higher proportion of men to women in the business and this partly reflects the nature of the various activities comprising our business. Transport and Operations have traditionally attracted a male population and there are no noticeable shifts in this trend visible from our review of our year to year data. Whilst Barna Recycling is committed to diversity in the workplace, the industry trend is that transport and operational activities continue to be dominated by men. Our challenge, going forward, is to try and provide an environment that attracts more female participation in these historically male dominated positions.

The administrative sector of our business comprises of a good blend of male and female employees, thereby demonstrating that Barna Recycling is attracting the right mix of employees due to its culture and policies in the workplace. We strive to provide equal opportunities for all staff and promote a culture of career advancement from within, irrespective of gender.