



TRADEBE UK

2022 GENDER PAY GAP REPORT

ABOUT TRADEBE

About Us

Tradebe is a leading, global company in the environmental sector serving various markets including industrial, manufacturing, petrochemical, pharmaceutical, oil & gas, etc.

Tradebe, employs more than 2,600 people worldwide and operates in more than 90 facilities across Spain, United Kingdom, United States, France, Germany & Italy.

The Group has annualised revenues in excess of 600 Million Euros.

Tradebe UK

Tradebe was established in the UK in 1993 to provide flexible, innovative and technologically driven environmental solutions for the processing and recovery of both hazardous and non-hazardous wastes.

We have developed the UK's widest range of recovery and treatment solutions across our network of over 20 facilities nationwide, and our international pedigree and expertise has enabled us to develop lasting partnerships with our customers in a wide range of industries, such as fine chemical manufacture, pharmaceuticals, service, heavy manufacturing, agrochemicals, offshore, energy, radioactive and healthcare.

What is Gender Pay Gap Reporting?

From April 2017 the government introduced gender pay gap reporting for all companies with more than 250 employees on the snapshot date of 5th April 2022. Employing over 650 people on this date, Tradebe are proud to comply with this regulation and publish our gender pay gap data.

The statutory data published to GOV.UK includes **all** UK employees, as we feel that this best reflects the position for Tradebe UK.

Gender pay gap calculates the difference between the average hourly rates of pay for male and female employees across Tradebe UK regardless of role, responsibility or grade. It is distinct from equality of pay, which states that men and women should receive equal pay for equal work and has been a requirement of UK law since 1970. Because gender pay gap takes no account of role, it is possible to have strict gender pay equality, yet still declare a gender pay gap due to uneven numbers of men and women at different levels within a company.

For this reason, gender pay gap is perhaps better thought of as a measure of inequality of opportunity for individuals by gender within a company or unequal availability of talented individuals by gender in an industry.

Our Philosophy & Approach

Our philosophy is to attract the right people to Tradebe, engage them in our business and help them to achieve their full personal and professional goals. Our people are at the core of our success, and we work hard to ensure they feel valued, empowered, and respected.

Individual talent is the sole measure of whether a candidate is correct for a role in Tradebe, without exception. Through providing equal opportunities and support for all employees, we attract, develop, and retain the right skilled employees regardless of gender. Tradebe is proudly an equal opportunities employer.

The **mean** gender pay gap is the difference between the average hourly pay for men and women across Tradebe UK, reported as a percentage of the average hourly rate for men. It is calculated by adding up the hourly rates of pay for men and dividing by the number of men in the list and then doing the same for women. The difference between these two is reported as a percentage of the average hourly rate for men.

The **median** gender pay gap is the difference between the hourly rate of pay of the middle-paid men and women across Tradebe UK, reported as a percentage of the middle-point hourly rate for men. The median removes the impact of the highest and lowest pay levels.

It is calculated by listing all male employees' hourly rates in numerical order and determining the middle rate. The same is done for all female employees' hourly rates. The difference between these two mid-point rates is expressed as a percentage of the mid-point hourly rate for men.

OUR MEAN
GENDER PAY
GAP IS

4.9%

OUR MEDIAN
GENDER PAY
GAP IS

2.0%



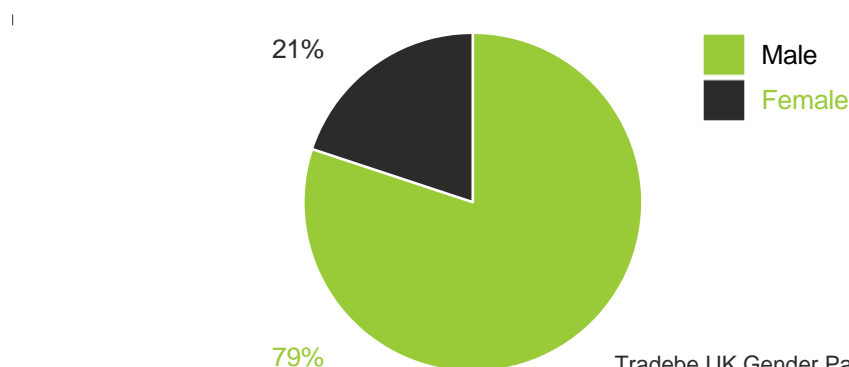
There are more women working in waste management than ever before, however the industry is still significantly male-dominated and our workforce at Tradebe reflects that overall UK position.

Year on year we are seeing our equal opportunity policies attract greater numbers of female recruits to our organisation, and this is particularly evident at the senior, middle and lower executive levels in our organisation.

Overall, it is true to say that female workers are underrepresented in our organisation. This is most evident – as it is throughout the industry – in the operational and logistics roles, and we are continually working to find ways of attracting more women to these areas of our operation.

This is reflected in our overall gender split where in 2018 we had a population of 80% Male and 20% Female. In 2022 we have continued to maintain this level and our population is 79% Male and 21% Female.

UK WORKFORCE 05/04/21





GENDER BONUS PAY GAP

Our mean gender bonus pay gap is 6.14%

Our median gender bonus pay gap is 11.52%

The **mean** gender bonus pay gap is the difference between the average bonus received by men and women across Tradebe UK, reported as a percentage of the average bonus received by men.

The **median** gender bonus pay gap is the difference between the mid-point bonus for men and the same for women in Tradebe UK and is reported as a percentage of the mid-point bonus received by men.

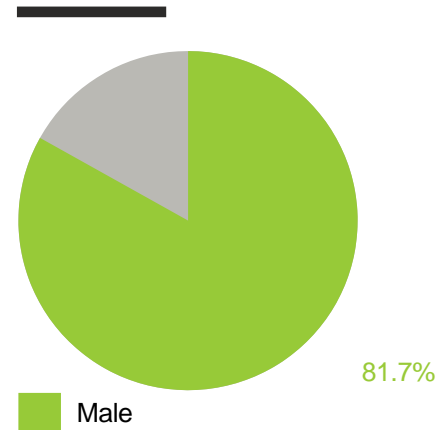
We have had notable successes in recruiting talented female employees to our company, particularly in the areas of Sales, Finance and Human Resources. This has seen our mean gender bonus pay gap reduce significantly from 34.4% in 2017 to 6.14% in 2022. Our median gender bonus pay gap reduced from 42.5% in 2017 to 11.52% in 2022.

EMPLOYEES RECEIVING A BONUS

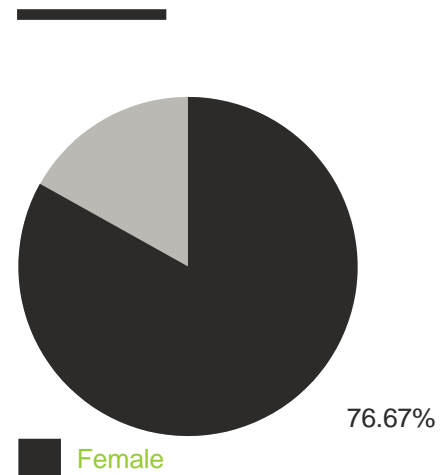
Virtually all Tradebe UK employees join our bonus scheme and are eligible to receive a performance-related bonus. Regardless of level, all employees are targeted to achieve the same goals which are aligned to our company values: PROUD health & safety performance, being results oriented, demonstrating environmental sustainability, achieving strong growth, developing our talented employees and striving for customer service excellence.

Those employees who did not receive a bonus in 2021-2022 are predominantly those who joined the company too late to participate in the scheme, which operates on a calendar year basis.

MALE EMPLOYEES RECEIVING A BONUS



FEMALE EMPLOYEES RECEIVING A BONUS

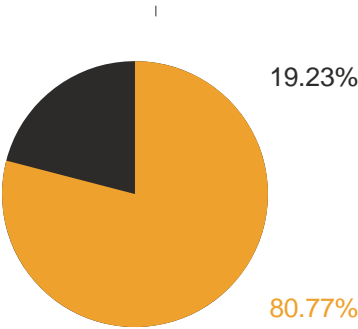


GENDER DISTRIBUTION |

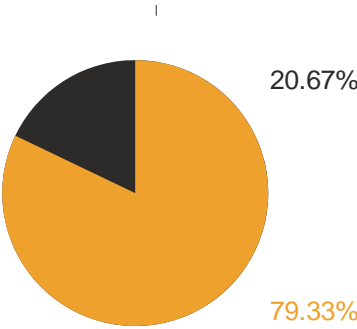
The distribution of men and women through Tradebe UK is shown in pay quartiles.

The quartiles are calculated by listing the entire workforce in order of hourly pay rate and splitting the list into four equal-sized segments. The percentage of men and women is then calculated in each segment.

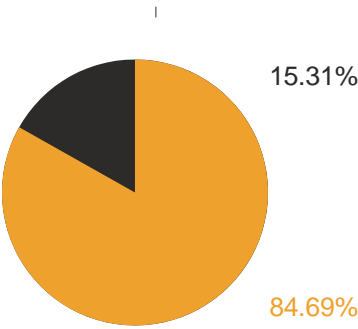
UPPER
QUARTILE



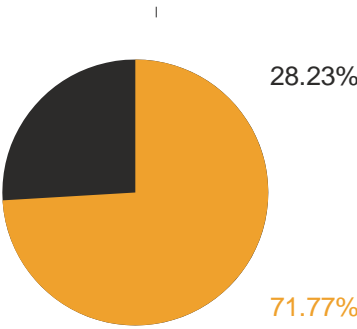
UPPER-MIDDLE
QUARTILE



LOWER-MIDDLE
QUARTILE



LOWER
QUARTILE



Statutory Gender Pay Gap Reporting Data – 5th April 2022

Notes:

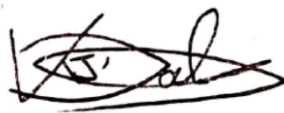
1. Data is correct as of the 'snapshot date' of 05th April 2022, and calculations relate to the pay period that includes that date and the preceding 12 months.
2. Calculations are made in accordance with the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 and have been published on the Gov.UK website.
3. Calculations have been made with reference to the ACAS guidelines where appropriate.

Declaration

We declare that our data is true and accurate and has been calculated in accordance with the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



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Tradebe UK

