

Reconomy Gender Pay Gap

We are committed to taking immediate and long-term action to address the gender pay gap in our organisation. This includes reviewing our hiring and promotion processes, implementing training and development programmes for women, and fostering an inclusive workplace culture. We will also regularly monitor our progress towards achieving gender equality.

We understand that this is a complex issue that requires ongoing effort and collaboration, and we are committed to working with experts and stakeholders to ensure that our efforts are effective and sustainable. We believe that by taking these steps, we will ensure an equal and inclusive workplace for all of our employees.

Snapshot Date:		05/04/2022		
	Male	Female	Pay Gap (%)	
Mean Hourly Pay (£)	23.93	13.94	41.7%	
Median Hourly Pay (£)	18.08	12.30	32.0%	
Mean Bonus Payments (£)	13,546.87	2,544.71	81.2%	
Median Bonus Payments (£)	3,071.66	2,000.00	34.9%	
% Receiving Bonus Payments	39.8%	25.6%		
Gender Split Per Quartile (%)				
Lower Quartile	30.2%	69.8%		
Lower Middle Quartile	39.6%	60.4%		
Upper Middle Quartile	47.1%	52.9%		
Upper Quartile	81.1%	18.9%		

Reported April 2023