

Reconomy 



People *First*

**Gender Pay Gap  
Reconomy UK 2024**

04 April 2025

# We are committed to being a diverse and inclusive business.

We believe the publication of the gender pay gap figures is an important measure to see how we are making progress towards our diversity, equity and inclusion commitments.

I'm very proud of what we've achieved over the past year to ensure that Reconomy remains a great place to work. Through listening and investing in our people we have taken some significant strides forward, becoming a Race at Work Charter signatory, as well as publishing our new diversity, equity and inclusion strategy and high-level commitments. We are establishing a robust job evaluation process and reward strategy which is free from gender bias.

However, I am not complacent. There is still much more we can do to continue to build a truly inclusive and diverse workplace at Reconomy, and I feel excited and optimistic about our plans for the year ahead.

**Guy Wakeley**  
Chief Executive, Reconomy

A portrait of Guy Wakeley, Chief Executive of Reconomy, standing with his arms crossed. He is wearing a dark grey V-neck sweater over a white collared shirt. The background is a solid blue color. The portrait is partially overlaid by a large, dark teal circular graphic element.

*“ We are confident that greater diversity makes our business better ”*

# What is the gender pay gap?

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Gender pay is not the same as equal pay. Equal pay is about ensuring men and women are paid the same for work of equal value, as set out in the Equality Act 2010. At Reconomy we support equal pay free from gender bias.

The gender pay gap relates to the difference between the gross hourly pay of all men and the gross hourly pay of all women across the organisation. The difference between gender pay and equal pay is important to understand as you can have a gender pay gap without having equal pay issues.

At Reconomy we recognise that more needs to be done to reduce the gender pay gap and we are committed to doing so.

“*The difference between gender pay and equal pay is important to understand as you can have a gender pay gap without having equal pay issues.*”

# Understanding our gender pay gap

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At Reconomy UK, our legal entity that is made up primarily of Recycle brands in the UK, we are committed to creating an inclusive workplace where all colleagues have equal opportunities to grow and succeed, continually reviewing our gender pay gap to ensure we are making progress toward greater pay equity.

Our 2024 Gender Pay Gap Report highlights that we have made progress in reducing our median gender pay gap 2024. This reduction reflects our ongoing efforts to promote fairness in pay, career advancement opportunities across our business and to provide greater support for women. As part of this, we have enhanced our maternity leave offering and colleagues are eligible to take up to six months' paid maternity leave, and one month's full pay if women want to return to work part-time following maternity leave.

Going forwards, we will focus on building on this progress and to increasing female representation at senior levels. However, as our business is highly acquisitive, future reports may show fluctuations as we integrate different brands into our organization.

While we are never complacent and acknowledge that there is still more work to be done, we are proud of the progress we have made and remain committed to building a more inclusive workplace. We will continue to work towards closing the gender pay gap to ensure that talent and contribution define success at Reconomy UK.

**Mike Benton**  
Managing Director, Recycle

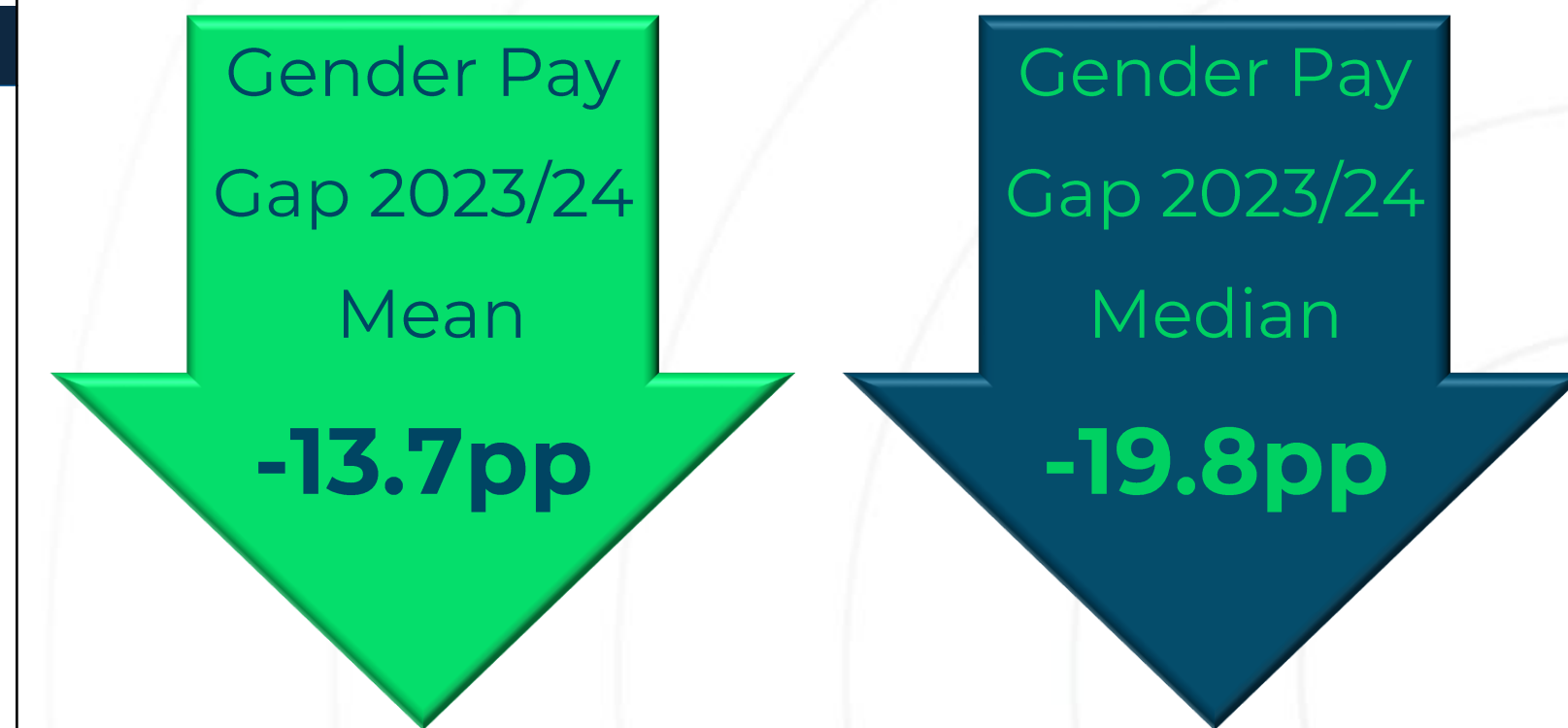


*“ We’re making progress and are committed to do more to ensure fairness and opportunity for all*

*”*

# Reconomy UK 2024 Report

Snapshot Date:		05/04/2024*		
	Male	Female	Pay Gap (%)	
<b>Mean Hourly Pay (£)</b>	22.88	15.38	32.8%	
<b>Median Hourly Pay (£)</b>	16.35	13.36	18.3%	
<b>Mean Bonus Payments (£)</b>	8,159.70	1,947.64	76.1%	
<b>Median Bonus Payments (£)</b>	3,500.00	1,250.00	64.3%	
<b>% Receiving Bonus Payments</b>	45.1%	23.9%		
<b>Gender Split Per Quartile (%)</b>				
Lower Quartile	32.9%	67.1%		
Lower Middle Quartile	30.7%	69.3%		
Upper Middle Quartile	41.9%	58.1%		
Upper Quartile	68.9%	31.1%		



*The main reason for our gender pay gap is that there are more women than men in lower paid roles, but fewer in higher paid ones.*

*\*2024 figures include impact of structural adjustments resulting in colleagues transferring to different payrolls in the Group, as well as national living wage increases.*

# Addressing the gap

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As Chief People Officer for Reconomy, I am committed to fostering a workplace culture where gender equality is not just a goal, but a reality. From listening to colleague feedback and recognising the importance of diversity and inclusion in driving innovation, creativity, and success, we are dedicated to creating equal opportunities for all. In 2024 we reset our company values, with Inclusive becoming one of our core behaviours. We also launched a series of initiatives aimed at promoting gender equality within our organisation:

- 1. Enhanced Maternity and Adoption Leave** - 6 months' full pay, plus one month's full pay when returning part-time. We believe that this has contributed to the reduction in the gender pay gap this year.
- 2. Career Development** - We are committed to increasing the representation of women in leadership positions through targeted recruitment efforts, designated and targeted opportunities for women to progress, training (50/50 split on our new leadership development programme), coaching and mentoring.
- 3. Flexible Support** – through flexible working initiatives, improved business education to raise awareness (menopause, supporting care givers etc), and establishing female leader groups to empower colleagues to challenge and overcome these obstacles.

Our new diversity, equity and inclusion strategy, launched in 2025, clearly sets out our plans and next steps for Reconomy. Together, we are creating a workplace where every individual has the opportunity to thrive, succeed, and reach their full potential.

Lyndsey Denning  
Chief People Officer, Reconomy



*“In 2024 we reset our company values, with inclusive being one of our core behaviours”*

# Addressing the gap

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At Reconomy UK, we are committed to ensuring fairness, transparency, and equal opportunities for all employees. While our 2024 Gender Pay Gap Report reflects progress, we acknowledge that disparities still exist, particularly in the representation of women in senior and higher-paid roles. Women continue to be underrepresented in the upper quartile of earnings, with only 31.1% of these roles held by female employees, which leads to further imbalance in bonus payments. However, we recognise the need to take proactive and sustained action to drive change.

To address these disparities, we have implemented targeted initiatives to support pay equity and career progression for women, which we will continue to drive, including:

- **Career Advancement** – Creating structured pathways for women to progress into higher-paid roles:
  - In 2024, 51.35% of participants in the Recycle Emerging Leaders Development Program were female.
  - Whilst, 50% of delegates in the 2024 Conscious Leadership Mastery Program were female.
- **Addressing Bonus & Pay Equity** – Conducting regular pay and bonus reviews to identify and address disparities, ensuring fairness in reward structures.

Cathy Cook  
Head of People, Recycle Division



*“ We have implemented targeted initiatives to support pay equity and career progression ”*

# Glossary

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## **Mean pay gap**

is the difference between the average hourly pay rate of men and women. This is often expressed as a percentage to give the gender pay gap in hourly pay as a percentage of men's pay. If it is a positive number this means that men get that percentage more than women, as this figure is reported in favour of men.

## **Median pay gap**

is the difference between the median hourly pay rates of men and women. This is often expressed as a percentage to give the median gender pay gap in hourly pay as a percentage of men's pay. If it is a positive number this means that men get that percentage more than women, as this figure is reported in favour of men.

## **Equal pay**

is ensuring men and women are paid the same for work of equal value (set out in the Equality Act 2010).

## **Gender pay gap**

is a measure looking at the difference in the gross hourly pay for both men and women across the organisation and is expressed as a percentage of men's earnings.

## **Job evaluation**

is a way of determining the value, or worth, of one job in relation to other jobs in an organisation. It is a systematic comparison of jobs to assess their relative worth, in order to establish a rational pay structure.



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out more about working  
at Reconomy get in touch

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