

Our 2022 Gender Pay Gap Report



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Irrespective of gender ALS fosters and Environment where everyone is encouraged to be fulfill their potential.

We have recognised that working flexibly is of enormous benefit to our employees and have embraced hybrid working as well as continuing to positively encourage flexible working where possible. We have also reviewed our family-friendly policies to ensure this leave is as supportive as possible, with the introduction of paid maternity and adoption leave as well as increasing paid paternity leave.

We are undertaking a review of our technical and behavioural competency framework to ensure that it continues to provide a framework of pay ranges that avoids gender bias. We, as a company, continue to be proud of ALS's passion for equality and diversity across the organisation and will continue to monitor gender pay across our business.

Martin Stener

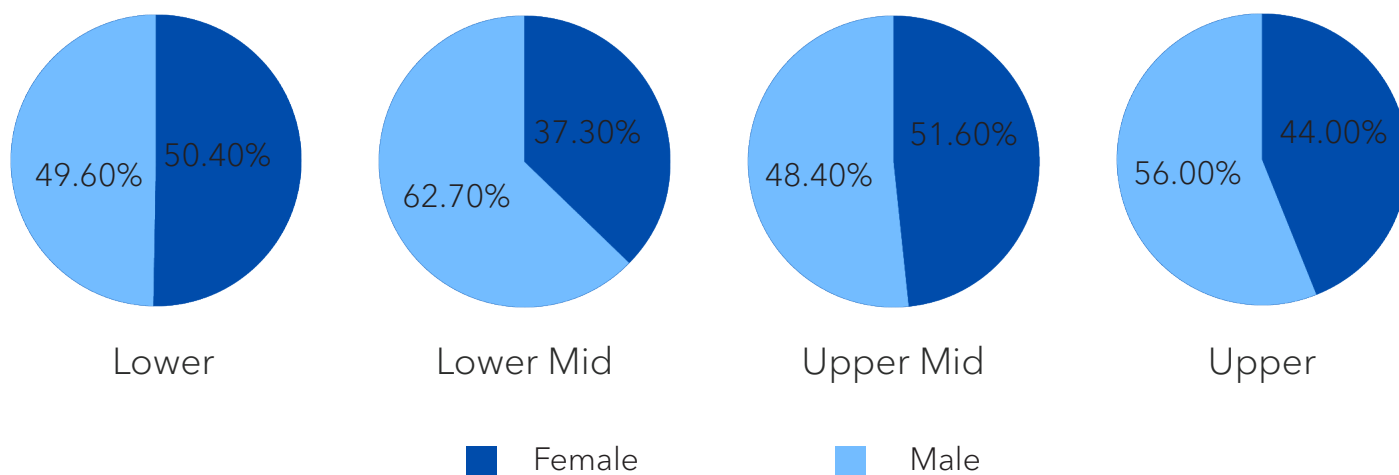
General Manager, Environmental
North-Western Europe



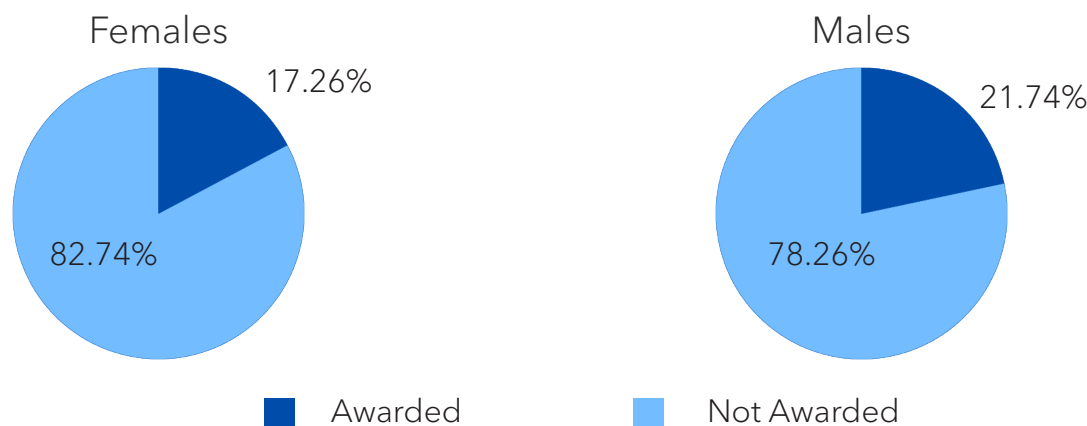
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Our 2022 Gender Pay Gap Report: The Statistics

Pay Quartiles



Proportion of staff awarded a bonus for 2021/2022



Pay and Bonus Gap

Difference between Men and Women		
	Mean	Median
Hourly Fixed Pay	3.70%	-1.30%
Bonus Paid	-1.95%	-33.30%

The table to the right details our overall mean and median gender pay gaps based upon hours rates of pay as at 5th April 2022 and the mean and media differences in relation to bonuses paid in the year up to 5th April 2022.