



OUR 2017 GENDER PAY GAP REPORT

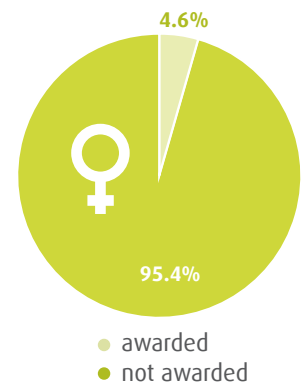
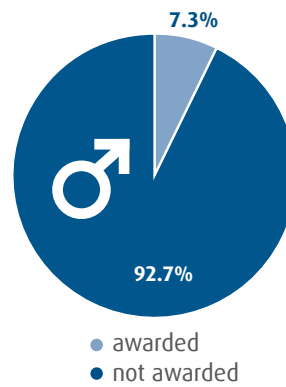
Irrespective of gender ALS fosters an environment where everyone is encouraged to fulfil their potential.

Pay & Bonus Gap

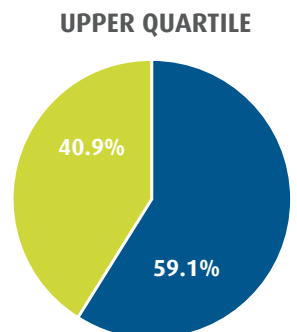
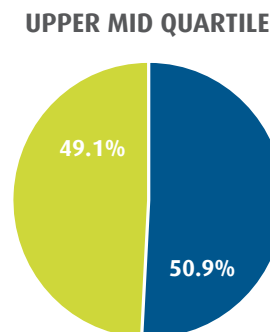
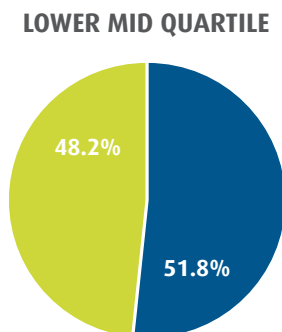
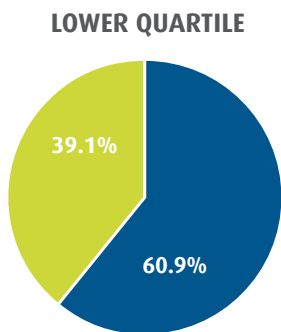
Difference between men and women		
	MEAN	MEDIAN
Hourly Fixed Pay	5.95%	-1.46%
Bonus Paid	-19.4%	16.9%

The table above details our overall mean and median gender pay gaps based upon hourly rates of pay as at 5th April 2017 and the mean and median differences in relation to bonuses paid in the year up to 5th April 2017.

Proportion of staff awarded a bonus for 2016/17



Pay Quartiles



The "quartiles" above show the male to female split of our workforce in each pay quartile. They were established by ranking our whole workforce in order of hourly pay rates from lowest to highest and then dividing them into four equally sized pay quartile groups, following which the proportions of men and women in each of the quartiles were calculated. ALS Environmental has a robust job sizing process and this has enabled us to create a framework of pay ranges that avoids any gender bias. We are pleased with the results which are reflective of our policies and proportional split of male to female employees. We will continue to monitor the gender pay gap balance across our business.

Lisa Clarke
General Manager
16th March 2018