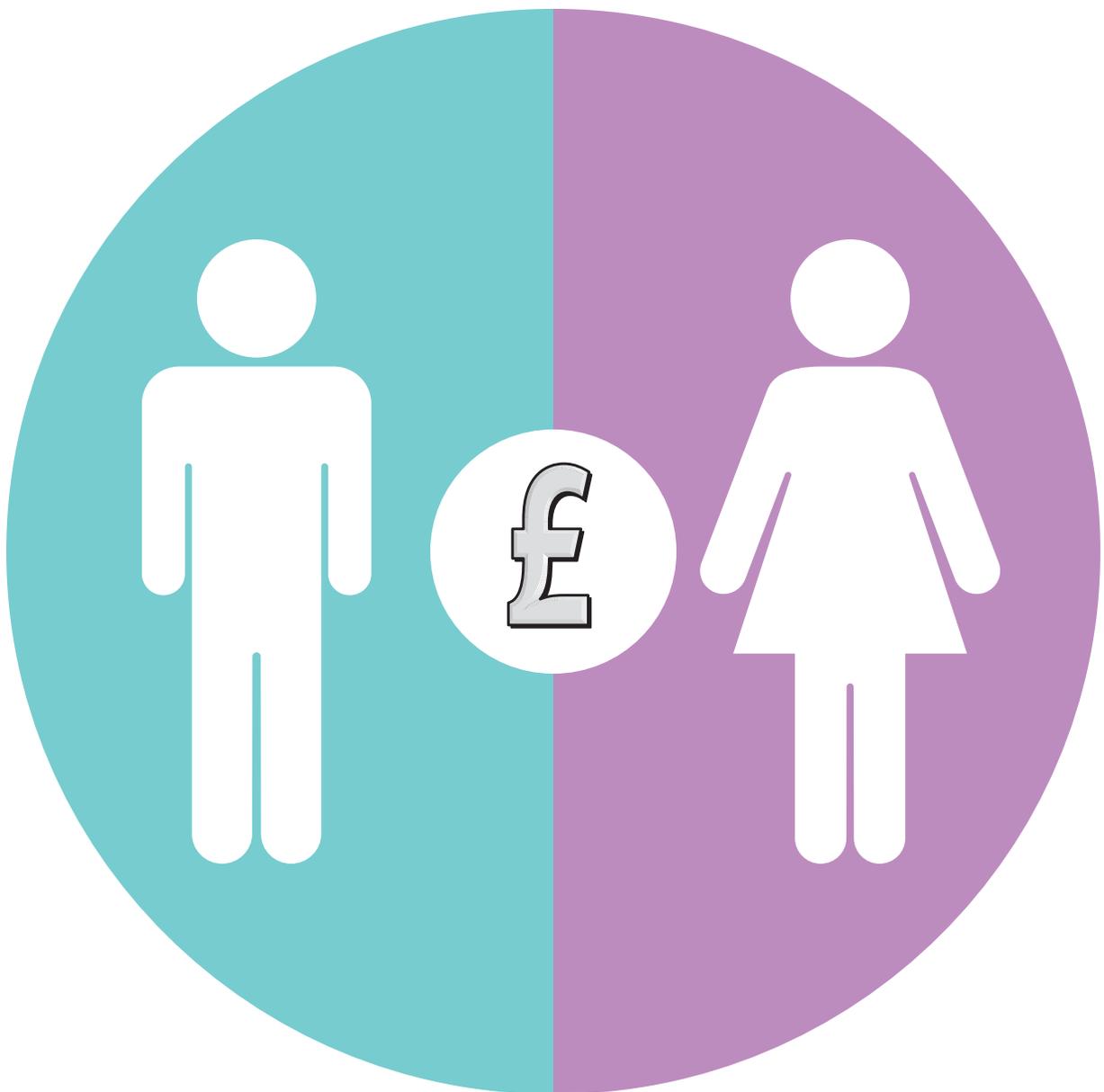




The Hills Group
Gender Pay Gap Report



In accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 The Hills Group is publishing gender pay gap data for Hills Waste Solutions Limited which employed more than 250 employees on the reporting reference date of 5 April 2017.

In addition, The Hills Group is voluntarily publishing gender pay gap data calculated on the same basis for all employees within The Hills Group of companies to demonstrate our commitment to promoting equality and better transparency of gender pay within the workplace.

Across our operations and support functions men and women are paid equally for doing equivalent jobs. Any differentials shown in our published gender pay data is not reflective of equal pay issues within the business but is attributable to the makeup and structure of our workforce.

The industries in which The Hills Group of companies operate, (waste and recycling, quarrying and house building), employ a high proportion of male workers with 83% of male employees making up our total workforce and this increasing to 88% in Hills Waste Solutions.

The majority of our male workforce is employed in front line operational roles, whereas the majority of our female workforce is employed in support functions. This, combined with the relatively low proportion of female employees in the overall workforce, explains the negative median gender pay and bonus pay gap within Hills Waste Solutions where median female pay and bonus pay is greater than for the male workforce.

The Hills Group operates two separate discretionary bonus schemes for employees based on grades. All employees are eligible to participate in one or other of the schemes with both subject to minimum service and performance eligibility criteria. The difference between the proportions of male and female employees receiving a bonus payment is attributable to qualification under the eligibility criteria. Across The Hills Group a higher proportion of male employees hold management grade positions and explains the positive mean and median gender bonus pay gap for The Hills Group.

Statutory Gender Pay Gap Reporting for Hills Waste Solutions

MEAN hourly gender pay gap	MEDIAN hourly gender pay gap	MEAN bonus gender pay gap	MEDIAN bonus gender pay gap	Proportion of males receiving a bonus	Proportion of females receiving a bonus
8.8%	-5.2%	12.8%	-73.7%	87.3%	74.2%

Proportion of males/females in lower quartile pay band		Proportion of males/females in lower middle quartile pay band		Proportion of males/females in upper middle quartile pay band		Proportion of males/females in upper quartile pay band	
Male	Female	Male	Female	Male	Female	Male	Female
85.5%	14.5%	93.5%	6.5%	91.8%	8.2%	82.3%	17.7%

Gender Pay Gap Reporting for The Hills Group

MEAN hourly gender pay gap	MEDIAN hourly gender pay gap	MEAN bonus gender pay gap	MEDIAN bonus gender pay gap	Proportion of males receiving a bonus	Proportion of females receiving a bonus
8.3%	-1%	24.2%	5.1%	86.4%	80.8%

Proportion of males/females in lower quartile pay band		Proportion of males/females in lower middle quartile pay band		Proportion of males/females in upper middle quartile pay band		Proportion of males/females in upper quartile pay band	
Male	Female	Male	Female	Male	Female	Male	Female
77.8%	22.2%	88.9%	11.1%	79.6%	20.4%	84.8%	15.2%



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