



The Hills Group
Gender Pay Gap Report
2021



Background

In accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 The Hills Group is publishing gender pay gap data for Hills Municipal Collections Limited which employed more than 250 employees on the reporting reference date of 5 April 2021.

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.

Hourly Pay Gap

The industries in which The Hills Group of companies operate (waste and recycling, quarrying and house building) employ a high proportion of male workers. Hourly paid male employees in Hills Municipal Collections Ltd made up 95% of its total workforce and in the wider Hills Group 86% of the total workforce.

It remains that the majority of our male workforce is employed in front line operational roles, whereas the majority of our female workforce is employed in administrative and managerial functions. These two factors, combined with the relatively low proportion of overall female employees in the workforce, distorts the hourly pay gap and explains the negative mean and median hourly pay for Hills Municipal Collections Ltd where female pay is greater than male. This is also reflected in the mean and median hourly pay gap for The Hills Group.

Bonus Pay Gap

The Hills Group operates two separate discretionary bonus schemes for employees based on grades.

A number of employees of Hills Municipal Collections Ltd do not participate in either scheme and this explains the relatively low bonus pay participation rates of both male and female employees within the company.

As at 5 April 2021 employees eligible to participate in one of the two schemes were also subject to minimum service and performance criteria. Any difference between the percentage of male and female employees receiving a bonus payment is attributable to qualification under the eligibility criteria.

During the 2020/21 financial year, a one-off discretionary payment was made to eligible employees recognised as key workers and their role in continuing to provide nationally critical services during the first period of the pandemic lockdown. This explains the increase in Hills Municipal Collection employees receiving payment during the year.

As a result the variance in median and mean bonus in Hills Municipal Collections is smaller than in previous years; with the median bonus pay gap increasing in part due to the proportionate reduction in upper quartile income female employees. However, as in previous reports for both Hills Municipal Collections and The Hills Group the main cause of the variance is due to the proportionately low number of overall female employees within the business and the comparative spread between female and male employees in the income quartiles.

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.

Statutory Gender Pay Gap Reporting for Hills Municipal Collections Ltd:

| | 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 |
|------------|----------------------------|------------------------------|---------------------------|-----------------------------|---------------------------------------|---|
| This year | -21.2% | -7.2% | -56.3% | 8.3% | 77.9% | 86.7% |
| Last year | -25.0% | -8.5% | -212.3% | -127.3% | 46.1% | 31.3% |
| Difference | 3.8% | 1.3% | 156.0% | 135.6% | 31.8% | 55.4% |

| | 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 |
| This year | 96.9% | 3.1% | 100% | 0.0% | 86.2% | 13.8% | 95.4% | 4.6% |
| Last year | 98.2% | 1.8% | 100% | 0.0% | 86.2% | 13.8% | 91.2% | 8.8% |
| Difference | -1.3% | 1.3% | 0.0% | 0.0% | 0.0% | 0.0% | 4.2% | -4.2% |

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 |
|------------|----------------------------|------------------------------|---------------------------|-----------------------------|---------------------------------------|---|
| This year | -7.0% | -8.7% | -5.0% | -14.3% | 84.6% | 91.8% |
| Last year | -12.8% | -10.2% | 4.8% | -6.8% | 67.8% | 81.8% |
| Difference | 5.8% | 1.5% | -9.8% | -7.5% | 16.8% | 10.0% |

| | 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 |
| This year | 91.2% | 8.8% | 87.2% | 12.8% | 88.5% | 11.5% | 78.9% | 21.1% |
| Last year | 95.0% | 5.0% | 86.7% | 13.3% | 87.5% | 12.5% | 77.5% | 22.5% |
| Difference | -3.8% | 3.8% | 0.5% | -0.5% | 1.0% | -1.0% | 1.4% | -1.4% |



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