



GENDER PAY GAP REPORT 2026

Introduction

Sweeptech Environmental Services Ltd is committed to providing a fair and inclusive workplace in which employees are rewarded appropriately for the work they perform.

In accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, we have calculated our gender pay gap using payroll information for employees employed on the snapshot date of 5 April 2026.

The gender pay gap measures the difference between the average hourly earnings of men and women across the organisation. It is different from equal pay, which concerns differences in pay between men and women carrying out the same work, similar work or work of equal value.

Our results

Our gender pay gap figures as at 5 April 2026 are:

- Mean gender pay gap: **-17.0%**
- Median gender pay gap: **3.6%**
- Mean bonus gender pay gap: **47.8%**
- Median bonus gender pay gap: **-4.4%**
- Proportion of men receiving bonus pay: **29.8%**
- Proportion of women receiving bonus pay: **20.8%**

A negative figure means that women received higher average pay or bonuses than men for that particular measure. Our mean hourly pay gap of -17.0% is therefore in favour of women. Our median hourly pay gap of 3.6% is in favour of men.





Pay quartiles

The proportion of men and women in each hourly pay quarter is:

Pay quarter	Men	Women
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Lower	87.2%	12.8%
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Lower middle	94.8%	5.2%
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Upper middle	98.7%	1.3%
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Upper	88.3%	11.7%
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Understanding our gender pay gap

SweepTech Environmental Services Ltd operates within the waste management, environmental services and plant-hire industries.

A significant proportion of our workforce consists of HGV drivers and employees working in operational and technical roles. These areas have historically attracted a much higher proportion of male applicants, which is reflected in the gender profile of our workforce.

At the snapshot date, 24 of the 309 full-pay relevant employees included in our hourly-pay calculations were women. The comparatively small number of women within the workforce means that changes affecting a relatively small number of employees can have a noticeable impact on our reported figures.

Women are represented in both the lower and upper hourly pay quarters. In particular, the presence of women in senior and higher-paid positions contributes to the mean hourly pay gap being in favour of women.

The mean bonus gap is influenced by both the value and distribution of bonuses across a workforce that is predominantly male. The bonus figures do not take account of differences in contracted working hours or the number of hours worked.

We recognise that a gender pay gap does not necessarily indicate that men and women are being paid differently for carrying out the same or equivalent work. We remain committed to reviewing our pay practices and ensuring that pay decisions are fair, consistent and based on the requirements of each role.



Looking ahead

Sweeptech Environmental Services Ltd will continue to review its gender pay data and workforce profile to understand the factors influencing its reported figures.

Our priorities include:

- Continuing to apply clear and consistent salary and hourly-pay structures.
- Reviewing starting salaries, pay increases, allowances and bonus decisions to support fair and consistent outcomes.
- Encouraging applications from women for operational, driving, technical and management positions.
- Reviewing recruitment advertising and selection processes to ensure that roles are presented in an inclusive and accessible way.
- Supporting training, development and progression opportunities for employees throughout the organisation.
- Monitoring the representation of women across each pay quarter and at different levels of seniority.
- Reviewing bonus arrangements and participation rates to understand any differences between men and women.
- Continuing to monitor gender pay information annually and taking appropriate action where areas for improvement are identified.

We understand that meaningful and sustainable change takes time, particularly in industries where women have traditionally been under-represented. We will continue working to attract, retain and develop a diverse workforce while maintaining fair and transparent pay practices.

Director's declaration

I confirm that the information and data reported by Sweeptech Environmental Services Ltd are accurate and have been calculated in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

A handwritten signature in black ink, reading 'Sallie Gilbert', written in a cursive style.

Sallie Gilbert
Finance Director

6th August 2026