

Gender Pay Gap Report 2026

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Applies To	All employees, contractors, agency workers, and supply chain partners of Sweeptech Environmental Services Ltd ("SES")

Introduction

Sweeptech 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 2026 results show a mean hourly gender pay gap of -17.0%, meaning that women at Sweeptech earn, on average, 17.0% more per hour than men on this measure. Our median hourly pay gap is 3.6% in favour of men, representing a comparatively modest difference between the midpoint hourly earnings of men and women.

Pay quartiles

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

Pay quarter	Men	Women
Lower	87.2%	12.8%
Lower middle	94.8%	5.2%
Upper middle	98.7%	1.3%
Upper	88.3%	11.7%

Understanding our gender pay gap

Sweeptech operates across a diverse range of waste management activities. Many roles within our operations are physically demanding and undertaken in challenging operational environments. These types of roles have historically attracted substantially more male than female applicants, which continues to be 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, representing approximately 7.8% of the relevant workforce. Consequently, changes affecting a relatively small number of employees can have a noticeable effect on our reported percentages.

Notwithstanding the relatively low overall proportion of women within our workforce, women are represented across different levels of the organisation, including senior and higher-paid roles. Female representation within our upper hourly-pay quarter is 11.7%, compared with approximately 7.8% across the relevant workforce overall. This contributes to our mean hourly gender pay gap of -17.0% being in favour of women.

Our mean bonus gender pay gap is influenced by the nature and distribution of bonus payments across our workforce. A significant proportion of bonus payments relate to operational





requirements, including additional availability and out-of-hours working. These payments are more prevalent within our operational workforce, which is predominantly male.

The bonus figures do not take account of differences in contracted working hours or the number of hours worked.

We will continue to review our pay practices to ensure that decisions on recruitment, starting salaries, pay progression, allowances and bonuses are fair, consistent and based on the requirements and responsibilities of each role.

Looking ahead

Our focus remains on widening opportunity and increasing female representation throughout the business, while continuing to maintain fair and consistent approaches to remuneration.

During the coming year, we will continue to:

- actively encourage more women to consider careers with Sweeptech;
- maintain clear and objective approaches to starting salaries, pay reviews, allowances and progression;
- support training, development and career progression throughout the business; and
- monitor female representation and our gender pay data so that we can measure progress and identify areas requiring further action.

We recognise that increasing female participation in industries where women have traditionally been underrepresented requires sustained effort. Our objective remains to attract, retain and develop a more diverse workforce while ensuring that opportunities for progression are available at every level of the organisation

Director's declaration

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

Sallie Gilbert
Finance Director

6th August 2026

