



Gender Pay Gap Reporting 2025

Foreword

At Country Clean Recycling, we take pride in how we treat our employee's, and how we continually strive to make our work environment as good as it possibly can be.

Our approach to Equality, Diversity & Inclusion recognises that bringing together teams with a diverse range of experiences, backgrounds and knowledge enhances our ability to understand our customers and the communities we work within.

The introduction of Gender Pay Gap reporting in Ireland in 2022, has helped us to focus on those areas where we have some work to do in closing the gap, and providing an environment where all colleagues are supported and can develop and grow in their careers.

In this report, we share our 2025 results. We confirm that the information and data we're publishing is accurate as of the snapshot date of 26th June 2025.

Denis Murphy
Managing Director
Country Clean Recycling

What is Gender Pay Gap Reporting

The Gender Pay Gap Information Act 2021 came into effect on 31st May 2021 and amended the Employment Equality Act 1998 to require specific employers to report and publish information relating to the pay of their employees by reference to their gender to determine if any pay difference (gender pay gap) exists.

The Gender Pay Gap refers to the difference in remuneration that exists between male and female staff members, of an organisation irrespective of their position within that organisation, ie a review of all staff members gross hourly pay is carried out to give a true reflection of this.

There are seven broad reporting requirements

1. The mean and median pay gap in hourly pay between male and female employees
2. The mean and median pay gap in hourly pay between part-time male and female employees
3. The mean and median pay gap in hourly pay between temporary male and female employees
4. The mean and median bonus pay gap between male and female employees
5. The percentage of male and female employees who received bonus pay

6. The percentage of male and female employees who received benefit in kind
7. The percentage of male and female employees in each of four pay band quartiles

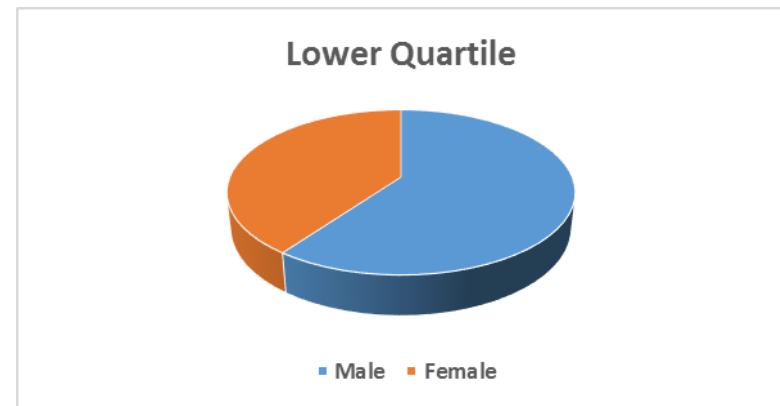
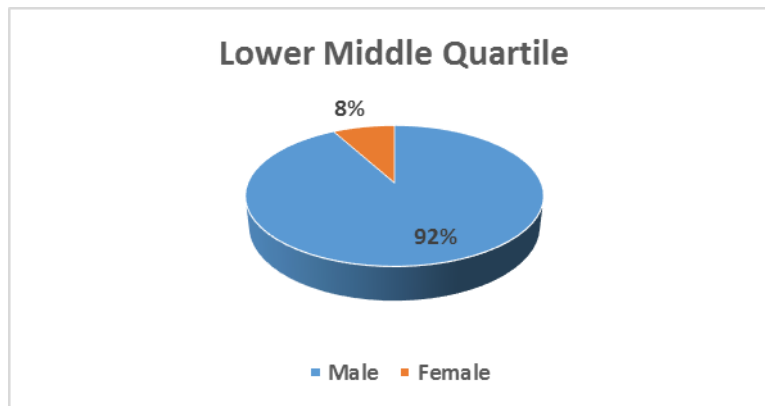
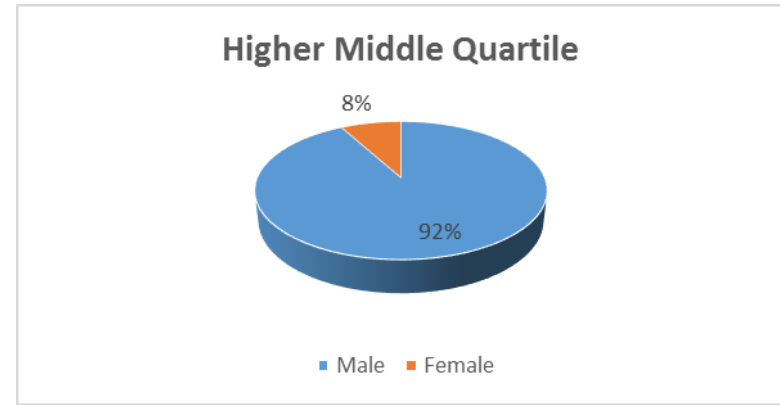
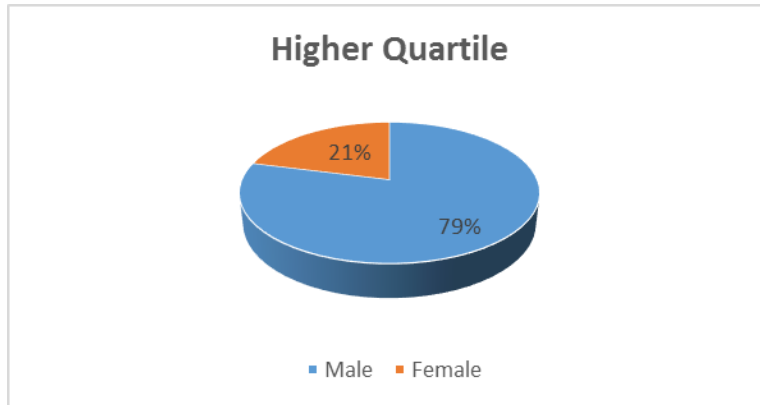
Country Clean Recycling Gender Pay Gap Report



Country Clean Recycling is committed to a work environment that promotes inclusion, equality and diversity, where all staff feel valued and are given the opportunity to develop and reach their full potential. We firmly believe that embracing inclusion, equality and diversity within our organisation ultimately benefits our staff, our company, our customers and the wider community

This report identifies a mean gender pay gap of 20% for our Staff. As identified above the Gender Pay Gap refers to the difference in remuneration that exists between the male and female staff members, of an

organisation irrespective of their position within that organisation. In 2023 the Irish Average was 11% while the European Average was 13%.



What are Quartiles?

Pay quartiles are calculated by splitting employees in the Company into four even groups according to their level of pay. Looking at the proportion of men and women in each quartile gives an indication of the gender representation at different levels of the Company. As of June 26th 2025, there was 210 staff employed by Country Clean Recycling.

Bonus Pay Gap

We recorded a mean bonus pay gap of -8% and a median bonus pay gap of 73%.

2% of our Male staff received bonuses for the 12 month period in contrast to 23% of our Female staff.

Action Plan

- We review our recruitment process on a regular basis to ensure that we are seen as a company that is open and attractive to all
- Identification and development of high potential female employees for leadership roles.

We believe that by having these actions and targets at the core of our business, as well as following other best practices, that we will achieve meaningful change in gender balance at Country Clean Recycling. We are committed to measuring and delivering progress, to ensure Country Clean Recycling remains on track to become a leading equitable workplace for all our employees.

