Quality Recycling Limited
Gender Pay Gap Report 2025

QUALITY RECYCLING LIMITED

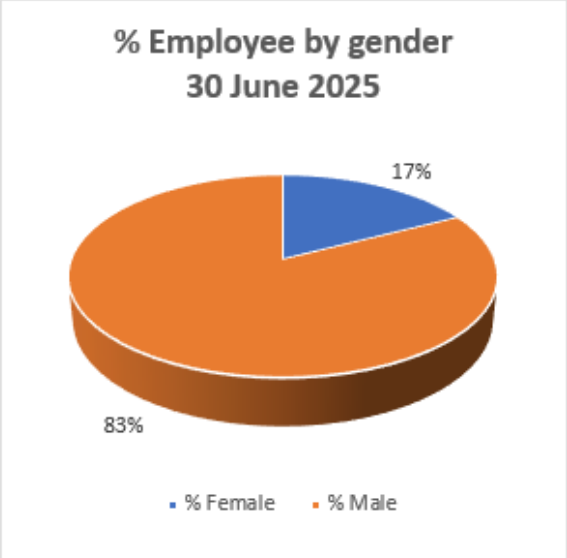
Commitment to Equality

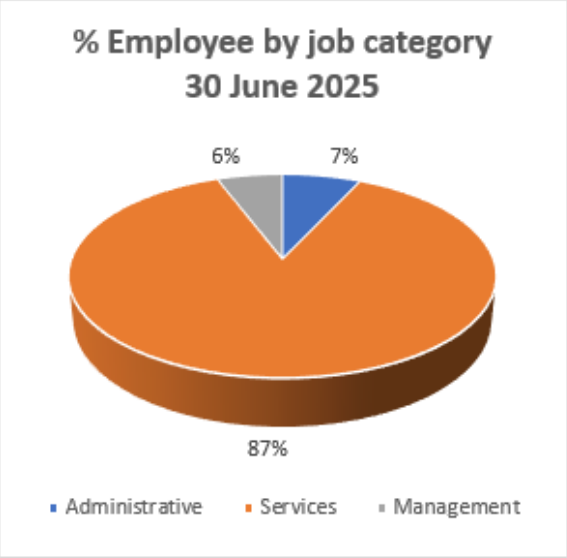
Quality Recycling Limited is committed to promoting equality in all of its activities including the provision of its services and employment of its staff. From 2025 The Gender Pay Gap Information Act, 2021 requires organisations with over 50 employees to report on their gender gap. The issue of gender pay differences is an important one, not only to the workplace but to wider society. People are at the core of our organisation – we continue to strive to promote and sustain an inclusive organisational culture which provides equality of opportunity and where every employee feels valued.

Reporting Overview

In this report, we share our 2025 results. We confirm that the information and data we are publishing is accurate as of the snapshot date of 30th June 2025. Our reporting period covers July 2024 to June 2025.

As of June 30th 2025, there was 86 full time staff employed by Quality Recycling Limited. Below is a breakdown of our employees on the snapshot date.





Mean and Median Gender Pay Gap

The Gender Pay Gap calculates the percentage difference between the average earnings of males and females irrespective of their role, using their mean and median pay rates.
This report identifies a mean (average) gender pay gap of 6% in favour of our male employees and a medium (middle) pay gap of 9% in favour of our male employees.

Bonus Pay Gap

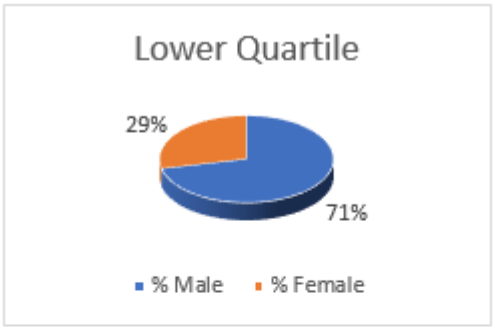
We recorded a mean bonus pay gap of 70% in favour of our male employees and a median bonus pay gap of 0%.
7% of our female employees and 4% of our male employees received a bonus in the 12-month period.

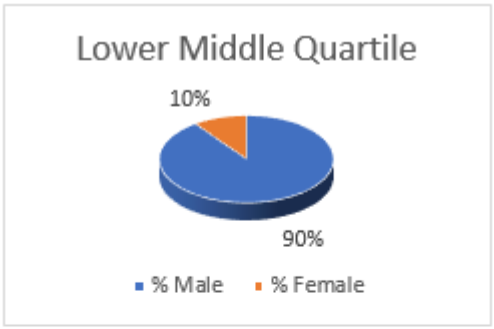
Benefits in kind

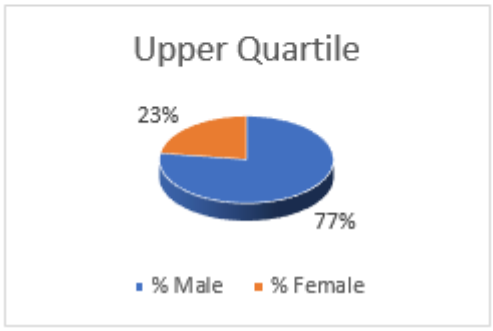
We recorded a mean BIK pay gap of 100% in favour of our male employees and a median BIK pay gap of 100% also in favour of our male employees.
7% of our male employees and 0% of our female employees received a benefit in kind payment in the 12-month period.

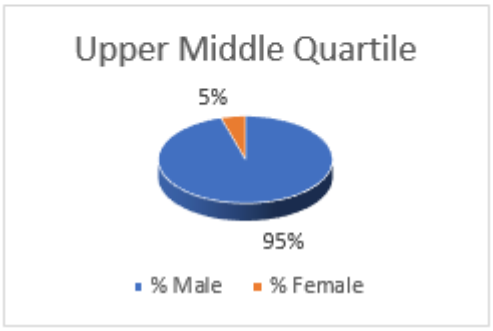
Pay Quartiles

The following charts divides our entire workforce into four equal quartiles and indicates how men and women are distributed across the organisation, from the lowest paid quartile to the highest paid quartile.









The split for each of the 4 quartiles shown above is broadly in line with our workforce demographics of 83% male and 17% female.

Action Plan

We review our recruitment process, as an equal opportunities' employer, we work to promote a culture of equality and we strive to embrace genuine equality of opportunity through our recruitment and selection process which are open to all.
We strive to ensure our policies support an inclusive and diverse culture and we foster an environment where everyone feels valued and respected.
We will continue to analyse data related to the gender pay gap in order to understand why differences occur and use those findings to develop action plans and initiatives to address any issues arising.