

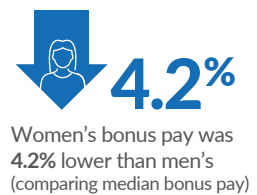
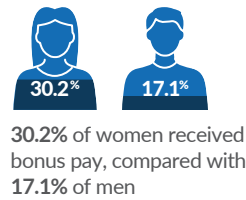
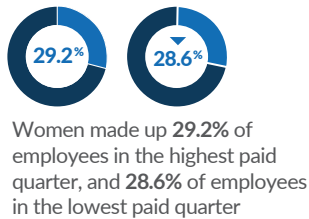
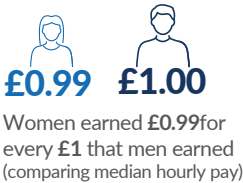
Shred-it UK

Gender Pay Gap Report

2025-26

Main gender pay gap figures

In this organisation:



Hourly pay

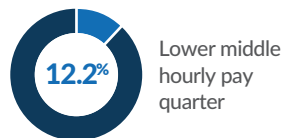
In this organisation:

- Women's median hourly pay was **1.0% lower** than men's – this means they earned **£0.99** for every **£1** that men earn when comparing median hourly pay
- Women's mean (average) hourly pay was **2.1% lower** than men's



Pay quarters

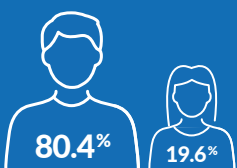
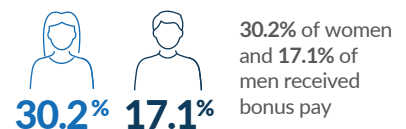
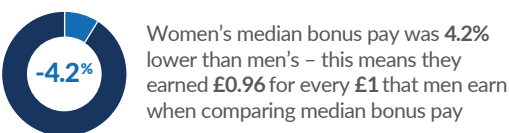
In this organisation, women made up:



PAY QUARTER		WOMEN (%)	MEN (%)	TOTAL (%)
Upper hourly pay quarter (highest paid)	Percentage in this pay quarter	29.2	70.8	100
	Percentage of all employees	7.3	17.7	25
Upper middle hourly pay quarter	Percentage in this pay quarter	8.9	91.1	100
	Percentage of all employees	2.2	22.8	25
Lower middle pay quarter	Percentage in this pay quarter	12.2	87.8	100
	Percentage of all employees	3.1	21.9	25
Lower hourly pay quarter (lowest paid)	Percentage in this pay quarter	28.6	71.4	100
	Percentage of all employees	7.2	17.8	25
TOTALS		19.7	80.3	100

Bonus pay

In this organisation



Shred-it's workforce continues to reflect a male-dominated industry

"We wouldn't be anywhere without the strengths of our diverse team. As we continue to grow, we won't stop striving to promote much greater equality and diversity within it."

Toby Black, SVP - Stericycle International