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Our 2022 Gender Pay Gap Report

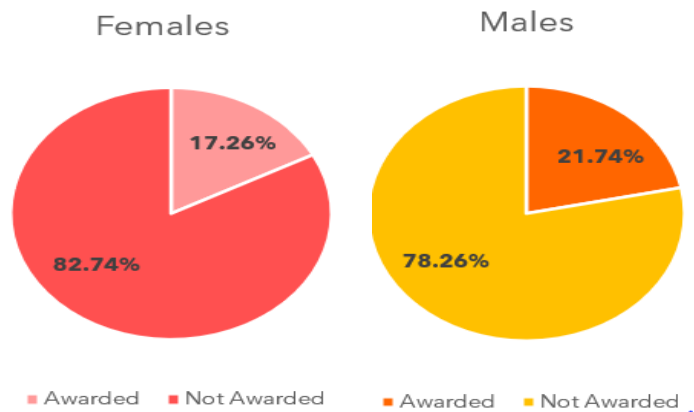
Irrespective of gender ALS fosters an environment where everyone is encouraged to fulfil their potential.

Pay and Bonus Gap

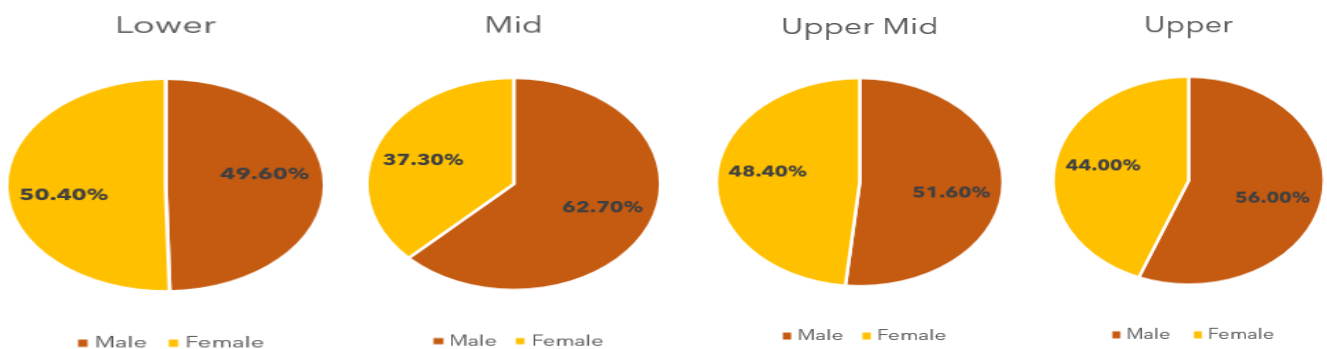
Difference between Men and Women		
	Mean	Median
Hourly Fixed Pay	3.70%	-1.30%
Bonus Paid	-1.95%	-33.30%

The table above details our overall mean and median gender pay gaps based upon hourly rates of pay as at 5th April 2022 and the mean and median differences in relation to bonuses paid in the year up to 5th April 2022.

Proportion of staff awarded a bonus for 2021/2022



Pay Quartiles



We have recognised that working flexibly is of enormous benefit to our employees and have embraced hybrid working as well as continuing to positively encourage flexible working wherever possible. We have also reviewed our family friendly policies to ensure this leave is as supportive as possible with the introduction of paid maternity and adoption leave as well as increasing paid payment for paternity leave. We are undertaking a review of our technical and behavioural competency framework to ensure that it continues to provide a framework of pay ranges that avoids any gender bias. We as a company continue to be proud of ALS's passion for equality and diversity across the organisation and will continue to monitor gender pay across our business.

Martin Stener
General Manager, Environmental
North-Western Europe