

GENDER PAY GAP REPORT

2024

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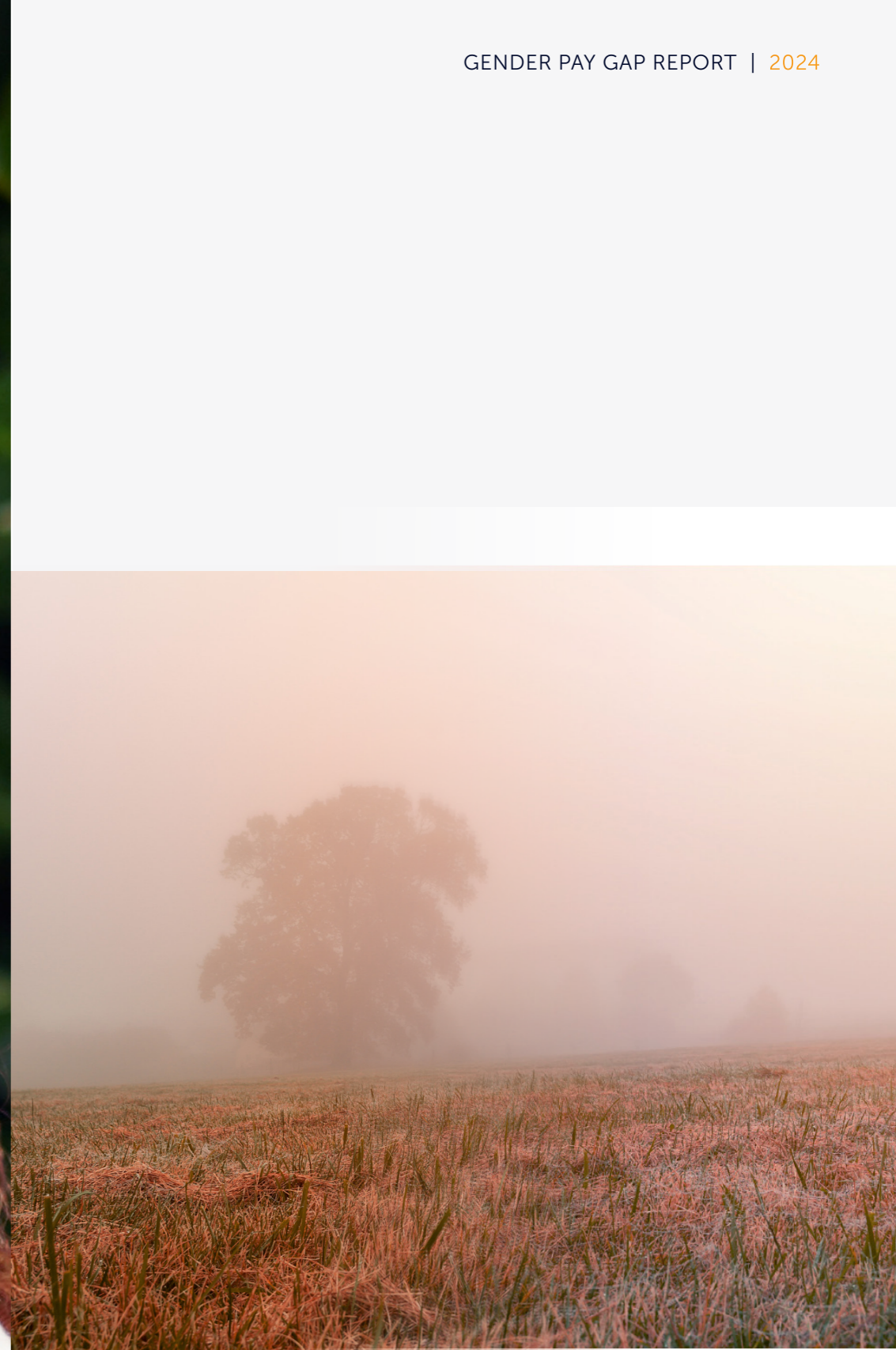
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Welcome Message

Phoebe Young – Head of Human Resources

I am pleased to present our 2024 Gender Pay Gap Report. This is our second year of reporting, despite being an employer with fewer than 250 employees, further demonstrating our ongoing commitment to transparency and equality within our organisation. Go Green have put immense focus on ensuring that we are a business that provides opportunities for every individual, regardless of their background, to have a successful and thriving career; reporting on our gender pay gap allows us to make continuous changes to our organisational processes to encourage equality throughout the roles we have in the business. This report provides a comprehensive analysis of the gender pay gap as at our snapshot date of 5th April 2024, highlighting areas where we have made progress and identifying opportunities for further improvement.



Delivering our Aims

Within our first gender pay gap report, published in 2024, we established five key aims. Now in our second year of reporting, we've reviewed our progress against these aims, based on the actions taken throughout the year and the insights from our latest report.

When carrying out our reporting we have 5 key focuses.

1

Proactively learn about the structure of our business.

2

Understand the underlying factors that contribute towards our gender pay gap.

3

Benchmark ourselves both for future development, and against others within our industry and beyond.

4

Foster awareness and encourage dialogue about improving our gender pay gap.

5

Set meaningful objectives that pave the way towards a more equitable workplace.

1

Through our reporting, we have gained an understanding of the gender split across the business, and the key roles and departments where we see a greater difference in gender split.

We possess a clearer understanding of the bonus structures around the business, where these have bigger impacts and any areas currently not applicable to bonuses.

2

From carrying out our first report, we were able to identify the key areas that have an impact on our pay gap including Sales, IT, and Finance departments.

Alongside recognising higher paying departments, we also identified an increased number of females in lower paying roles.

3

We established a comprehensive report of our baseline figures that we can now map our progress against for each year that we carry out pay gap analysis.

Looking forwards, we aim to compare against other publicly available gender pay performance across the UK.

4

Conducting our first gender pay gap survey has increased awareness through our Senior Team of the gap that exists within our business.

The publication of annual reports allows us to put focus on continuous dialogue about gender pay equality.

5

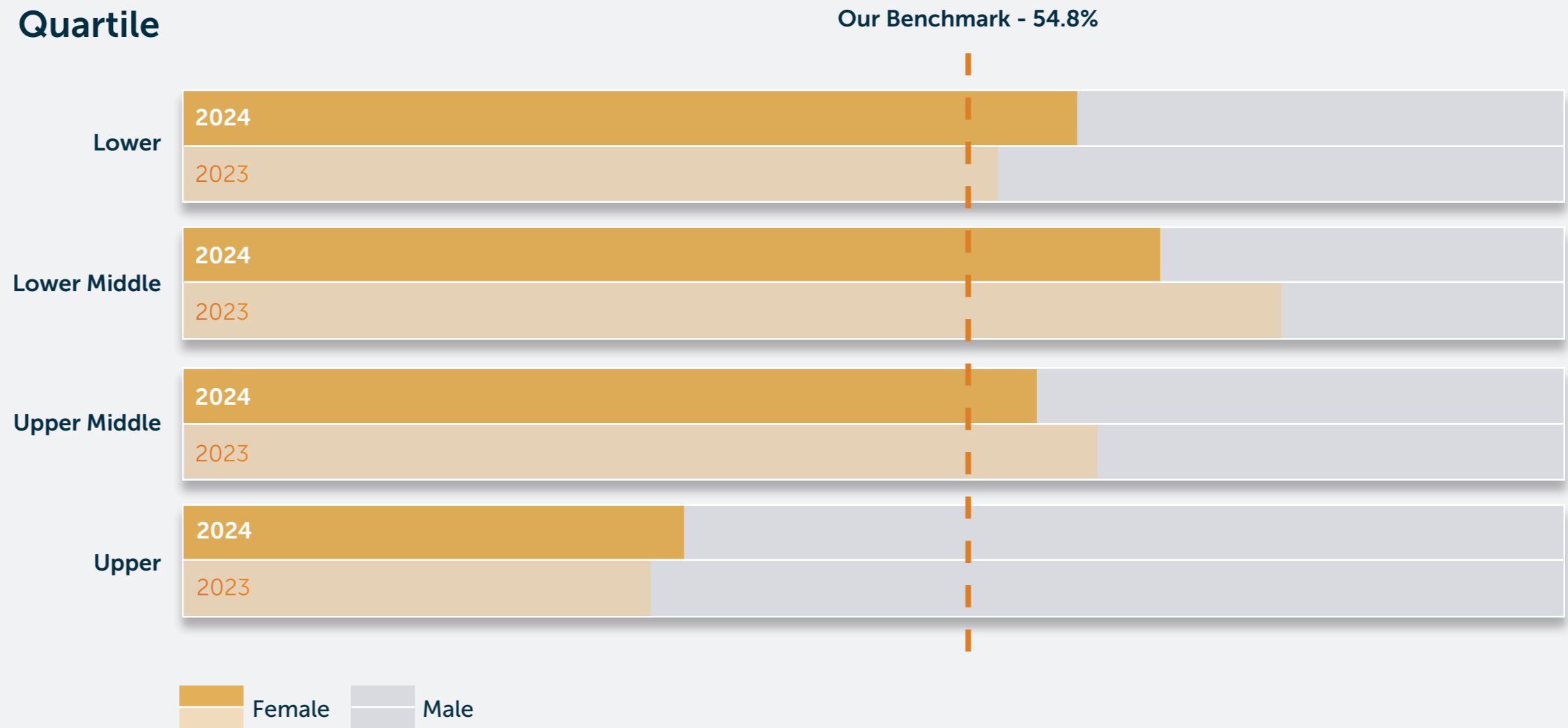
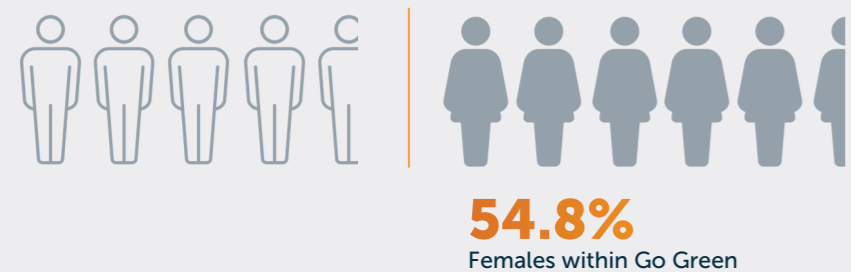
Our 2023 report laid out our objectives for improvement of gender equality in the coming years.

Each year we will review progress against the objectives we have set.

Gender Representation in our Company

At our snapshot date, we reported 91 females within Go Green which sees a percentage split of 54.8% females.

This is a shift of 2.7% less females in the company from the previous snapshot date, however it is important to note that these figures can be impacted by external influences such as unpaid leave and maternity leave.



Our pay quartiles indicate the percentage split of male and female within each pay bracket as per the tables below. Our gender split within the lower middle and upper middle quartiles reflect the shift in gender split across the company. Whilst we have seen an increase in females within the lowest paid roles, we have reviewed the reasons for this. We have also seen an increase of females of 2.2% within the upper quartile which reflects the increased number of females within our Senior Leadership Team restructure.

5th April 2023

Quartile	Female	Male
Lower	55.17%	44.83%
Lower Middle	78.57%	21.43%
Upper Middle	64.29%	35.71%
Upper	32.14%	67.86%

5th April 2024

Quartile	Female	Male
Lower	63.64%	36.36%
Lower Middle	69.70%	30.30%
Upper Middle	60.60%	39.40%
Upper	34.37%	65.63%

Remuneration Breakdown

Within Go Green there remains a pay gap across the hourly pay measurements, though we have a robust understanding of the reasons these pay gaps exist, the implementations we have put in place through the organisation are yet to have a positive impact on our gender pay performance. Despite an increase in females within our highest paid roles, we have also grown as a company and required additional headcount within entry level roles. These vacancies have been predominately filled by women, despite being advertised to all applicants which impacts both our mean and median hourly pay performance.

Mean Hourly Pay

Difference

21.04%

Median Hourly Pay

Difference

18.5%



Mean Bonus

Difference

18.08%

Bonus Pay

Across the business we have implemented a fair application of incentives through all possible departments. With an average of 107 employees in receipt of bonus and incentive schemes, 5% more of these incentives are applied to roles that are currently filled by female employees. However, the mean bonus has calculated marginally more favourably to the men in the business due to the high number of males within Sales roles, which traditionally have higher incentive values due to the structure and expectations of the job roles.

Median Bonus

Difference

-81.90%

Gender Equality Action Plan

In our 2023 report, we set ourselves four objectives to ensure we take accountability for improving our gender pay performance over the coming years. This year we have reviewed our progress against these objectives and amended them to be part of our Gender Equality Action Plan, in line with evolving legislation.

14

Females Promoted to New Roles

26

Females in Receipt of External Training



Achieve annual improvements of our results over the next three years across our pay metrics, delivered through strategic training, promotion, and review of remuneration structure.

Whilst this year's report does not yet show vast improvement in our statistics, we remain confident that the measures we have put in place for training, and enhanced remuneration structures, will see improvement in our performance within a three-year timeframe.

Invest in valuable training across our team to improve the opportunity for females to access traditionally higher paying roles; this includes a specific focus on qualifications that are based upon roles within finance.

Throughout the year we delivered valuable training across the organisation to improve the qualifications and expertise required for higher paying roles in finance. This enabled us to provide AAT Qualification training for female employees within our Accounts department who subsequently achieved new positions of Finance Manager and Assistant Management Accountant.

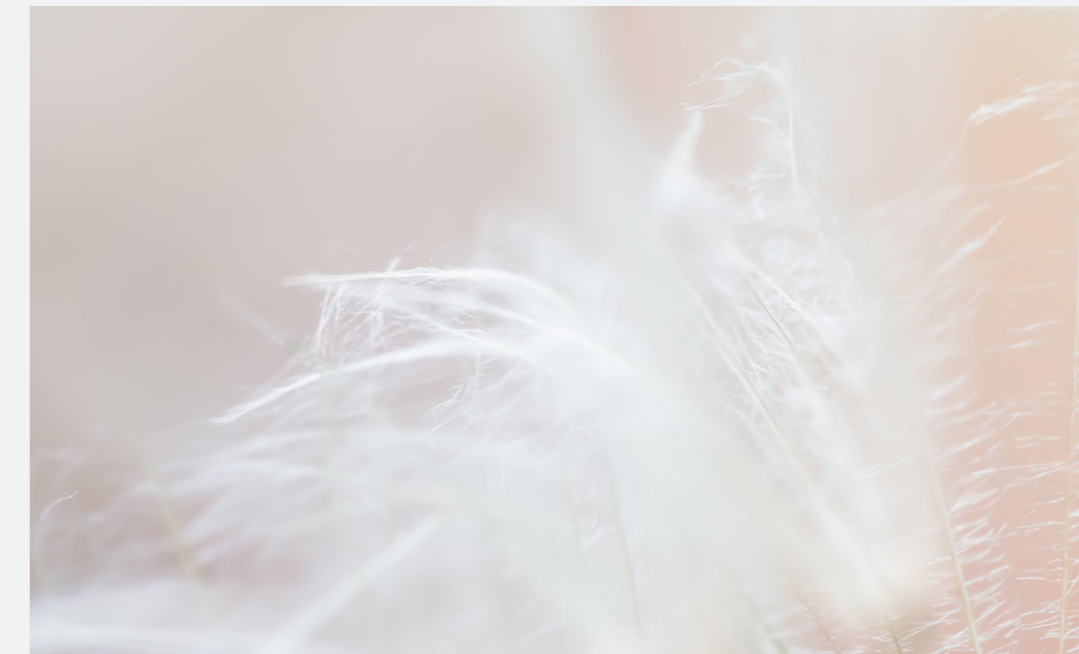


Flexibility for new mothers on maternity leave, to make returning to the workplace more accessible; this includes proactively being more adaptable to flexible and part time contracts on their return.

Our new and expectant mothers policy, remuneration package, and return to work procedures were reviewed. Throughout the year we welcomed 83% of new mothers back to the workplace with 80% of those returning to their previous role on a flexible contract.

A commitment to annually report on our gender pay gap statistics, despite not being legally obliged to, showing transparency of our performance to both internal and external stakeholders.

As per our 2023 baseline objectives, we are reporting on our gender pay performance for the snapshot of 5th April 2024 and will continue to commit to this annually in future years.



To ensure substance of our three-year improvement plan, we are working towards the following actions:

- Go Green has identified females in senior roles with further progression potential, and we have put structured development plans and objectives in place to support them in achieving this.
- Our HR team and FIR Committee will carry out training on inclusive recruitment to all of our hiring managers to mitigate unconscious bias.
- We will highlight the successes of females within traditionally higher paying roles, including Sales, IT, and Finance, to improve awareness and encourage more females into these job roles within our own organisation, and across the sector.

Our Vision and Actions

We are confident that we have laid a solid foundation for ongoing progress; we recognise that gender equality is a large and complex societal issue that can only be achieved through long-term focus and development, and therefore a quick improvement and apparent solution would be unrealistic.

The changes we have already implemented across the organisation will see a positive impact on our gender pay performance in the years to come, and whilst we continue to review our policies, remuneration structures, and recruitment processes, we are confident this will result in further equality across our pay metrics. This will be alongside an improved diversity of gender across all levels of the company and through every role type available.



It is important to acknowledge that whilst our most recent gender pay gap report does not show significant strides in the improvement of our pay gap, we have made significant changes to our operations that will see long-term positive progress to our pay gap statistics; this will further be supported by intensifying our efforts and strategies to address this critical issue.

Throughout each year we utilise our gender pay statistics as a learning opportunity to reassess our policies, practices, and initiatives to ensure they are effective and impactful. We remain fully committed to being a workplace where everyone, regardless of their characteristics, has every opportunity to flourish within their career."



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V1 April 2024, uncontrolled when printed

