

# GENDER PAY GAP REPORT 2025

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# Directors Welcome

## Sabrina Barnett – ESG Director

Go Green are pleased to present our Gender Pay Gap Report for 2025, marking our third consecutive year of voluntary reporting. While we are not legally required to publish this information, we believe transparent reporting is fundamental to strong governance and responsible growth.

As an SME operating in a highly competitive and evolving market, we recognise that strong ESG performance is increasingly linked to business resilience. Our approach to gender pay transparency forms a core part of our wider ESG strategy, enabling us to embed inclusive decision-making across the business.

This report provides a clear and factual assessment of our gender pay performance as of the snapshot date of 5th April 2025. It highlights where we are making measurable progress, particularly through the progression of women into senior and higher paid roles, while also being transparent about the areas where imbalance remains.



## Phoebe Young – People Director

Our people are central to the success of Go Green, and this Gender Pay Gap Report provides an important opportunity to reflect on how we attract, retain and develop talent across the organisation. Publishing this report for the third year running reinforces our commitment to fairness, opportunity and accountability in how we reward and progress our colleagues.

Over the past year, we have continued to invest in creating a workplace where individuals can build sustainable careers, supported by equitable recruitment practices, targeted development opportunities and flexible working arrangements. We are encouraged by the continued representation of women across our workforce and by the progress we have made in supporting female colleagues into leadership and specialist roles.

From a people perspective, this report is a tool to aid us to make better decisions, support our teams more effectively, and ensure that our growth as a business creates opportunity for every individual.

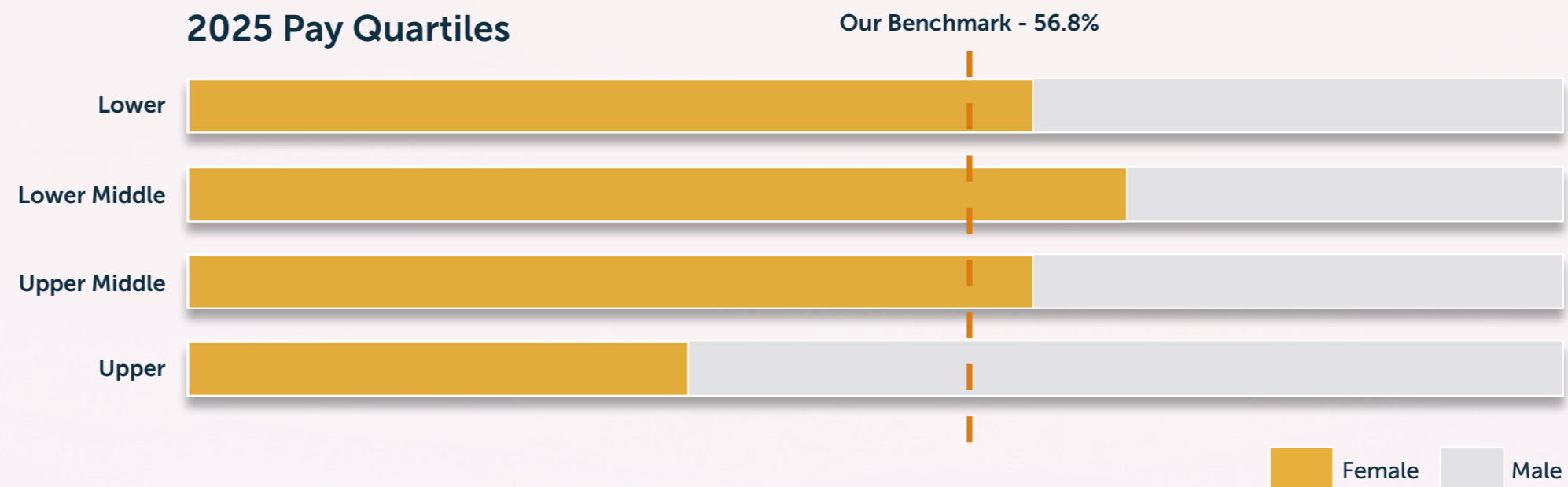
# Our Workforce Gender Distribution

Understanding the gender composition of our team is fundamental to interpreting our gender pay gap results. At our snapshot date of 5th April 2025, we reported 176 employees across the business, made up of 100 females, representing 56.8% of our workforce.

This reflects an increase of 2.0% compared to our 2024 reporting period and demonstrates our continued focus on diverse and inclusive recruitment. It is important to note, however, that as gender pay gap reporting is based on a snapshot in time, specific external factors, such as paid or unpaid leave, can influence the data captured.



**56.8%**  
Females in the Business



Go Green comprises a diverse range of roles, departments and seniority levels. The distribution of men and women across these areas has a direct impact on our overall pay outcomes.

Our pay gap quartiles provide a clear view of how our employees are represented across the business. By analysing our gender split within each quartile, we can summarise our current workforce composition, identify where progress has been made, and highlight where further action is needed to support greater balance, particularly in leadership positions and historically under-represented functions and roles.

During the reported period, we observed a reduction in the percentage of females in the upper quartile, this is primarily due to several females in senior roles being on maternity leave during the snapshot period and therefore were not included within the pay quartile calculations. Whilst this affects annual reporting figures, we are proud that many of these colleagues have since returned to their role in the business.

This showcases our flexibility in welcoming maternity returners through dynamic working arrangements.

In addition, we have seen a reduction in the percentage of employees within the lower quartile, bringing it closer in line with our overall gender split. This reflects positive recruitment and promotion activity and demonstrates our continued progression in attracting and advancing female talent across the organisation.

**5th April 2025**

Quartile	Female	Male
Lower	58.33%	41.67%
Lower Middle	61.11%	38.89%
Upper Middle	58.33%	41.67%
Upper	27.78%	72.22%

# Remuneration Breakdown



Go Green is pleased to report that although a gender pay gap remains within our hourly pay data, both our mean and median pay gaps have reduced during the reporting period.

- The mean hourly pay gap reduced from 21.04% in 2024 to 17.45% in 2025, representing an improvement of 3.59%.
- The median hourly pay gap reduced from 18.47% in 2024 to 14.25%, representing an improvement of 4.22%.

These improvements reflect the appointment and progression of female colleagues into senior leadership roles across multiple functions, based on performance and business contribution. We have also seen an increase in female appointments into traditionally higher-paying roles, including Sales and IT, which has positively influenced our overall pay gap figures.

All recruitment and promotion decisions continue to be made based on merit, ensuring the best candidate is appointed for each role while maintaining fair and inclusive processes throughout the organisation.

**3.59%**

Improvement in Mean Hourly Pay Gap vs. 2024

**4.22%**

Improvement in Median Hourly Pay Gap vs. 2024



**68%**

Men Receiving Bonus

**73%**

Female Receiving Bonus

## Bonus Pay

Across the business, 125 employees are eligible to participate in bonus and incentive schemes. While female employees continue to represent a higher proportion of colleagues in receipt of a bonus, our bonus pay reporting shows that the mean bonus gap continues to favour men.

This is primarily driven by the structure of commission-based incentives within the Sales function, which is the main contributor to bonus payments across the organisation. Although we have made progress in appointing women into sales roles, these positions remain predominantly occupied by men, impacting the overall bonus pay

**44.59%**

Mean Bonus Difference

**69.01%**

Median Bonus Difference

# Gender Equality Action Plan

Since first reporting our gender pay gap data in 2023, we have committed to four core objectives to continuously improve our performance and ensure we meet legislative guidance and best practice standards. These objectives underpin our Gender Equality Action Plan and guide our approach year-on-year.

**42%**

Females in Senior Leadership Team

**23**

Females in Receipt of Training

## Our Actions

Throughout the year, we delivered Inclusive Recruitment training to our full management team, reinforcing our Inclusive recruitment policy and ensuring hiring decisions are fair, consistent and aligned with best practice. This training supports managers in attracting diverse talent and mitigating unconscious bias throughout the recruitment process.

In line with our strong ethos of promoting from within, we have established clearer development pathways to support female colleagues in management roles to progress into Senior Leadership Team and Board-level positions. These pathways are designed to provide visibility, structured progression and access to development opportunities that enable long-term career growth.

We also continued to roll out Equality, Diversity and Inclusion training across the wider workforce. This programme supports the creation of inclusive working environments, raises awareness of individual responsibility, and strengthens our organisational culture.



# Closing Statement

I am proud of the progress we continue to make, but I am also aware about the work that still lies ahead. This Gender Pay Gap Report reflects that Go Green is actively evolving and prepared to be transparent about our performance year-on-year, understand the drivers behind it, and take informed action.

Over the past year, we have seen tangible improvements in our hourly pay gap, driven by the progression of women into senior and specialist roles, and by strengthening internal career pathways. These outcomes reinforce our belief that sustained investment in our people, through development, flexibility and fair access to opportunities, directly supports business performance.

At the same time, this report highlights where imbalance remains, and as a company we use this insight to guide practical decisions around recruitment, succession planning and capability building in areas that continue to influence our pay gap.

We are committed to building a business that grows responsibly, retains talent and strengthens leadership capability over the long term. Gender pay transparency is a meaningful indicator of organisational health and future potential. We remain committed to reporting annually, tracking our progress and holding ourselves accountable as we continue to build a more balanced, inclusive and sustainable business.

I confirm that the gender pay gap information contained in this report is accurate.



**Roger Wells**  
Managing Director



Over the past year, we have seen tangible improvements in our hourly pay gap, driven by the progression of women into senior and specialist roles, and by strengthening internal career pathways.”



# Appendix - Annual Performance

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# Annual Performance

The table opposite outlines our gender pay performance since our first reporting year, 2023.

## Pay Metric Difference

## Reporting Year

	2023		2024		2025	
Mean Hourly	21.70%		21.70%		17.45%	
Median Hourly	17.90%		18.47%		14.25%	
Mean Bonus	30.73%		18.08%		-44.59%	
Median Bonus	0.15%		-81.90%		69.01%	
Quartile	Male	Female	Male	Female	Male	Female
Lower	44.83%	55.17%	36.36%	63.64%	41.67%	58.33%
Lower Middle	21.43%	78.57%	30.30%	69.70%	38.89%	61.11%
Upper Middle	35.71%	64.29%	39.40%	60.60%	41.67%	58.33%
Upper	67.86%	32.14%	65.63%	34.37%	72.22%	27.79%



[View Gender Pay Gap Report 2024](#)



[View Gender Pay Gap Report 2023](#)



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V1 April 2026, uncontrolled when printed

