

recycling and recovery UK

# gender pay gap report 2016-17



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As part of a global organisation, we believe that diversity is one of our greatest opportunities. A diverse workforce brings with it new knowledge, experience and creativity; key assets for a business that is at the forefront of the UK waste and recycling industry's transformation.

SUEZ recycling and recovery UK has long championed the importance of promoting diversity and wellbeing and consider it to be an essential component of our business.

The SUEZ 2017-2021 roadmap sets out our diversity aspirations and the measures used to gauge success, including our group-wide objective of 33% of management positions being filled by women by 2021.

To promote gender diversity and inclusion at SUEZ recycling and recovery UK, we launched our SUEZ UK Women's Network, which is open to all employees, in March 2017.

This report sets out the information that we are required to publish under the Equality Act 2010 (Gender Pay Gap information) Regulations 2017.

In this report, we provide the statutory reporting information for SUEZ recycling and recovery UK, which is the only one of SUEZ Recycling and Recovery UK Ltd's operating company brands to employ 250 or more employees.

The statistics contained in this report were compiled using standard methodologies set out by the Regulations with reference to the ACAS guidelines. The statistics are based on a snapshot date of 05 April 2017. Compilation of the data was overseen by SUEZ recycling and recovery UK's principal employment lawyer.



## the gender pay gap



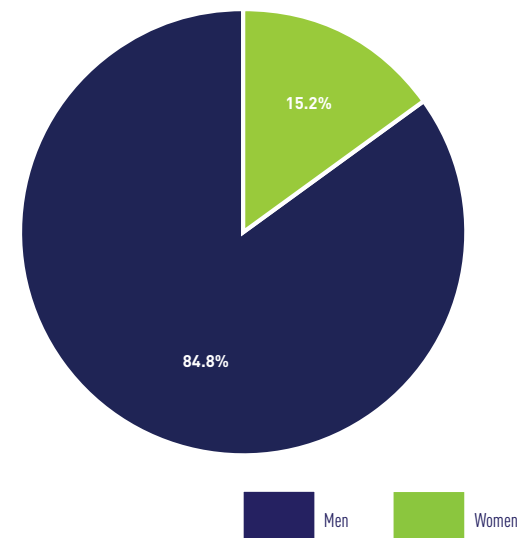
In relation to pay, our mean and median measures show negative gender pay gaps (average pay for women is greater than average pay for men). This is mainly a result of the structure of our workforce and the breakdown of roles within the company.

Historically, the waste and recycling industry has employed predominately male workers and that remains the case today. This is reflected at SUEZ recycling and recovery UK, where 84.8% of our total workforce is male. This large pool of workers is distributed across all pay bands from the lowest to the highest, with 93.5% of our manual workforce and 76.7% of our senior managers (hay grades 8-1) being male.

In contrast, women make up 15.2% of our workforce. While the number of women working in the company is smaller than the number of men, proportionally more women work in mid-level managerial or professional roles than men. These roles attract higher than average rates of pay.

As a result, when looking at our workforce as a whole, the mean and median average pay for women is greater than that for men.

TOTAL WORKFORCE

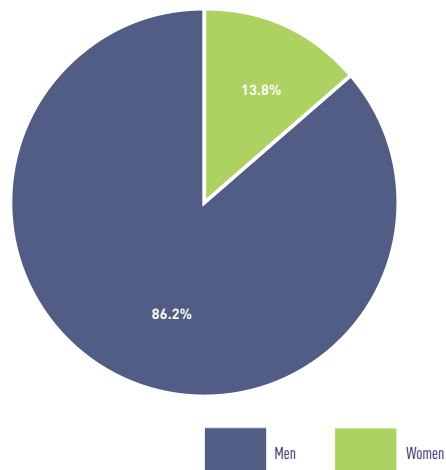


SUEZ recycling and recovery UK undertakes measures to ensure that men and women receive equal pay for equal work, so the gaps are not indicative of an issue with equal pay.

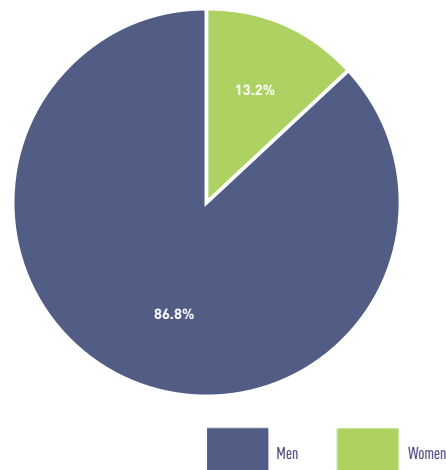
Our negative mean and median gender pay gap may be viewed as encouraging when compared to the positive double-digit gender pay gaps that are widely reported within the UK. However, in order to meet targets set by our parent company, there is still more to do to advance gender diversity at SUEZ recycling and recovery UK. This is an area of focus for us, and, as well as stretching targets, we use working groups and networks that include employees of all levels to drive our agenda forward.

## pay quartiles by gender

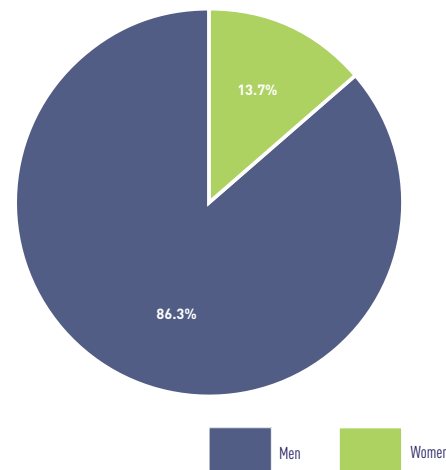
LOWER QUARTILE



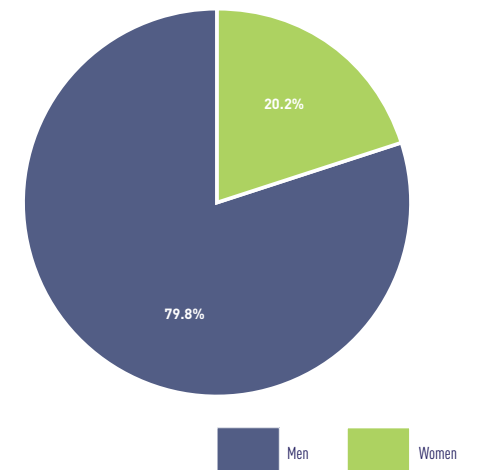
LOWER MIDDLE QUARTILE



UPPER MIDDLE QUARTILE



UPPER QUARTILE



This data shows how our female and male employees are distributed through four pay quartiles, ranging from lower to upper. This information was produced by listing all employees from lowest to highest hourly rates and dividing the employees into four equal quartile groups. The proportion of men and women in each quartile was then calculated.

The higher proportion of women in the upper quartile reflects the higher proportion of women in professional and mid-level management jobs. The splits across all quartiles are representative of our overall male to female ratio of 85:15.

## bonus gender pay gap



MEAN BONUS GENDER PAY GAP



MEDIAN BONUS GENDER PAY GAP



### PROPORTION OF MALES RECEIVING A BONUS

72.7% did 27.3% did not

### PROPORTION OF FEMALES RECEIVING A BONUS

85% did 15% did not



Our bonus gender pay gap data was produced for the reporting year of April 2016 to April 2017. It sets out the differences in the mean and median of the bonus paid to men and women, as well as the proportion of men and women that received a bonus during this period.

Bonus payments are not limited to an annual bonus scheme, but include performance-related bonus payments, long-term incentive plans, deferred bonuses and bonuses in the form of share allocations. Bonus payments also include work-related incentive payments to our manual workforce.

Our mean gender bonus pay gap is relatively low at -1.8%, with the mean bonus payment being just slightly higher for women than that for men. This figure suggests a balance between the bonus payments made to men and women.

71% of our female workforce work in professional and mid-level managerial roles, and roles of this level are often linked to a bonus scheme. This is balanced out by the large number of male employees that receive bonus payments, including work-related incentive payments to manual employees, who make up 93.5% of our workforce. This is reinforced by the data showing the proportion of males and females receiving a bonus.

The median bonus payment was higher for women than that for men. Again, this can be attributed to the contrast between the 71% of women working in professional and mid-level managerial roles, which generally have greater bonus-earning opportunities, and the range of bonus payments made to the larger male workforce.

## statement of accuracy

I confirm the data in this report is accurate.

Signed for and on behalf of SUEZ recycling and recovery UK

**Kevan Sproul**

HR Director  
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