

Gender pay gap report

2023-24



As part of a global organisation, we believe that diversity is one of our greatest opportunities. A diverse workforce brings enhanced 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 inclusion, as well as employee wellbeing and consider these to be an essential component of our business success.

SUEZ recycling and recovery UK has a strong commitment to gender equality, progressed through our strategic inclusion and diversity agenda which is led by the Chief Business Services Officer together with the UK management team. Our SUEZ Women’s Network continues to have over 700 members with 150 more actively involved. Engagement with the network ensures that we have insight into the lived experiences of women in SUEZ recycling and recovery UK and the support which they tell us will help promote their development, careers and wellbeing.

Operating in an industry that is over 80% male, we are making steady progress with 28% of our management positions being held by females. This has grown from 25% in 2021.

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

We provide the statutory reporting information for SUEZ recycling and recovery UK, which is the only one of SUEZ recycling and recovery UK’s operating companies to employ 250 or more employees.

The statistics contained in this report were compiled using standard methodologies set out by the Regulations and processed using Brightmine™ Pay Equity Analytics’ tool. The methods for calculation within the tool can be found at <https://www.brightmine.com/uk/products/pay-equity-analytics>. The statistics are based on a snapshot date of 05 April 2024.

The gender pay gap

In 2024, our mean and median pay continue to show a negative gender pay gap (where average pay for women is greater than the average pay for men).

The negative gender pay gap has gradually closed over the last few years. The principle reason is our intentional focus on fair pay for all and increasing our hourly pay rates for the lowest paid workers – our frontline workforce are predominantly male.

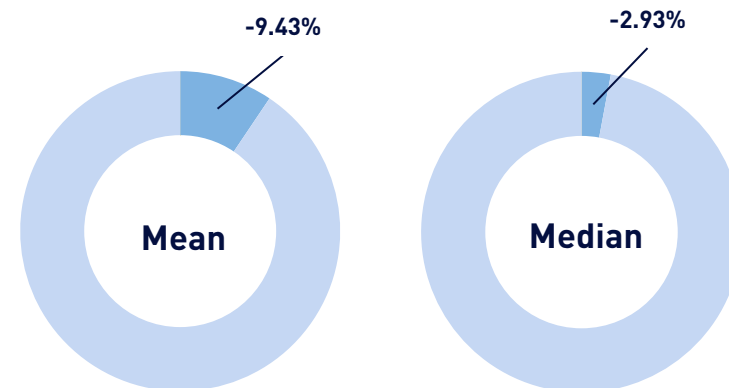
In late 2023, new business won saw around 250 employees transferred into the business under TUPE. This proportionately increased our population of male workers within the lower pay quartiles. This population increase was a factor in the overall decrease of male mean pay when compared to female.

We remain committed to paying our lowest paid workers 10 pence above the National Living Wage regardless of age. This means the largest proportion of our workforce, who are male, have seen the largest growth in earnings. This represents our commitment to fair pay for our frontline workforce, rather than an erosion of female pay.

Historically, the waste and recycling industry has been comprised predominately of male workers. This remains the case today and is reflected at SUEZ recycling and recovery UK with a workforce 84.32% male and 15.68% female – a slight decrease since 2023, when it was 15.95%. The profile of our male workers is distributed across all pay bands – 92.5% of our manual workforce are male and 72% of our managers (HAY grades 1- 11) are male.

Conversely, females make up 7.5% of the manual workforce and 28% of our management grades. While the number of females working in the company is smaller than the number of males, proportionally more females work in mid-level managerial or professional roles than males and these roles attract higher than average rates of pay.

Mean and median gender pay gap (April 2024)



Average hourly rate (£)	Male	17.74	Male	15.18
	Female	19.42	Female	15.63

Mean and median gender pay gap (April 2023)

Gender pay gap	-7.46%		-4.44%	
Average hourly rate (£)	Male	17.50	Male	15.33
	Female	18.81	Female	16.01

As part of our SUEZ Group global diversity plan, we are aiming to increase the number of female managers in our business. Over the past four years, we have seen a steady increase from 25% to 28%. This has a direct impact on our gender pay gap, as managerial roles attract a higher rate of pay and this increases our negative pay gap.

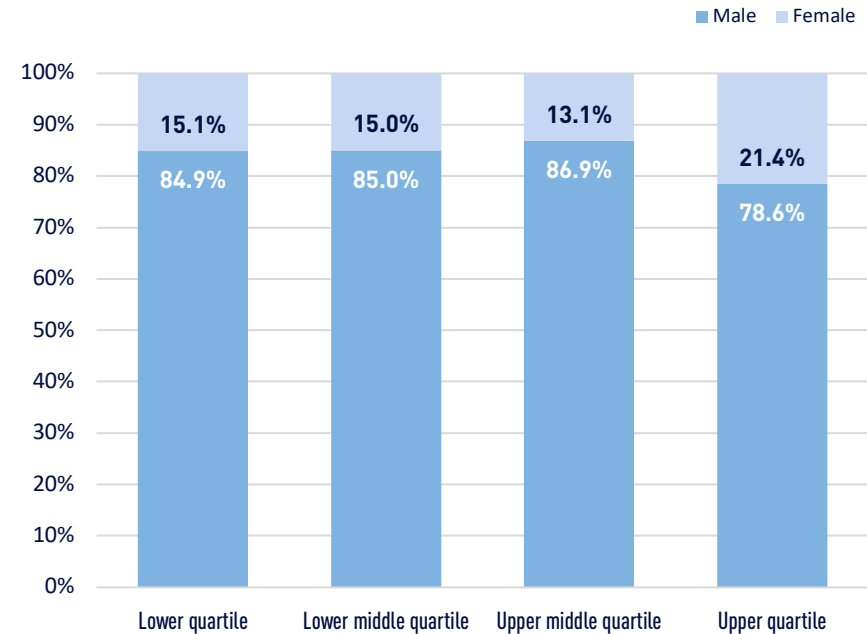
SUEZ recycling and recovery UK undertakes measures to ensure that men and women receive equal pay for equal work, so the gaps are not indicative of an issue with equal pay.

Pay quartiles by gender

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 split of employees across the quartiles is broadly consistent with the breakdown from 2023. The upper pay quartile contains proportionately the highest population of females – this has increased since 2023 and is reflected in a wider mean pay gap in favour of female pay in this 2024 report. The lower pay quartile contains proportionately the second highest population of females.

Pay quartiles (April 2024)



Pay quartiles (April 2023)

	Lower quartile	Lower middle quartile	Upper middle quartile	Upper quartile
Male	87.8%	82.0%	84.2%	79.8%
Female	12.2%	18.0%	15.8%	20.2%

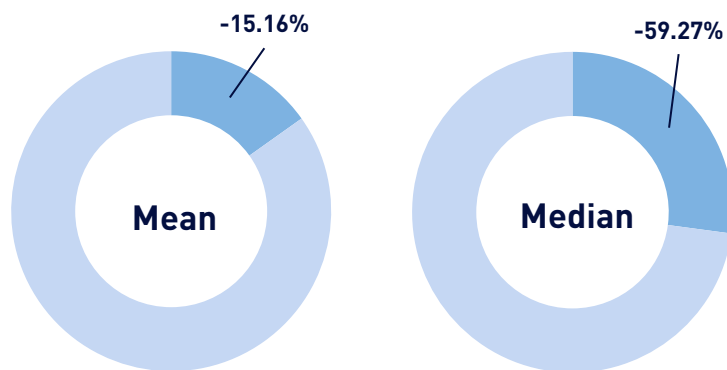
Bonus gender pay gap

Our bonus gender pay gap data is produced for the reporting year of April 2023 to March 2024. It sets out the differences in the mean and median £ amount 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.

In this reporting period, we made significantly more bonus payments than in previous years. We paid a series of 'cost of living bonuses' to our lowest earners to assist them with the spiralling cost of heating and food during this period. The payments were lower in amount than our annual bonus scheme payments and effected a large increase in our lowest earning males receiving some bonus payment, resulting in an increased female bonus pay gap for both the mean and median.

Mean and median bonus gender pay gap (April 2024)



Average bonus payment (£)	Male	£2,856.75	Male	£1,000.00
	Female	£3,289.76	Female	£1,592.70

Mean and median bonus gender pay gap (April 2023)

Bonus gender pay gap	-0.33%	-12.63%
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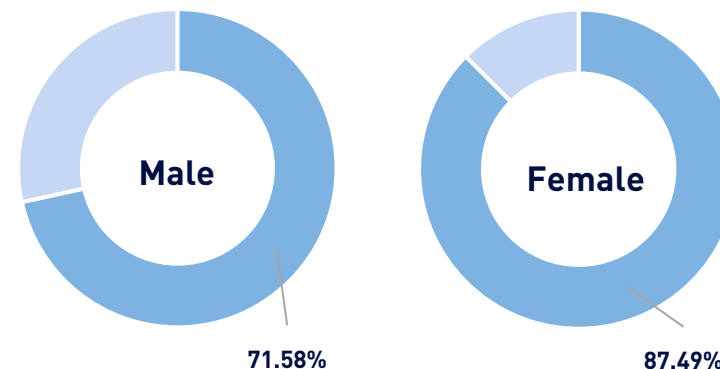
Bonus pay quartiles (April 2024)



When splitting bonus payments into pay quartiles, it shows that the bonus gap is smaller in our higher pay quartiles and more significant in the lower ones, where we made cost-of-living payments to more lower earning employees. The lower middle quartile contains a mixture of operational and support staff.

In this period, the smaller one-off bonuses are disproportionately received by males, resulting in a bonus gap skewed in favour of those receiving a structured annual bonus and a large negative bonus gap in this quartile.

Bonus payment breakdown (April 2024)



Number receiving bonus payment	Male	Female
	3,632 of 5,074	853 of 975

Bonus payment breakdown (April 2023)

Proportion receiving bonus payment	Male	Female
	58.48%	78.42%

2024 saw a large increase in bonus payments made as a result of our one-off cost-of-living bonus payments.

A one-off bonus payment was also paid to all employees who joined as part of a contract win. This also contributed to lower earning males receiving a bonus, thus increasing the overall proportion of males receiving a bonus.

Statement of accuracy

SUEZ recycling and recovery UK remains committed to our inclusion and diversity agenda and equity for men and women in our compensation and benefits packages.

I confirm the data in this report is accurate.

For and on behalf of SUEZ recycling and recovery UK



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