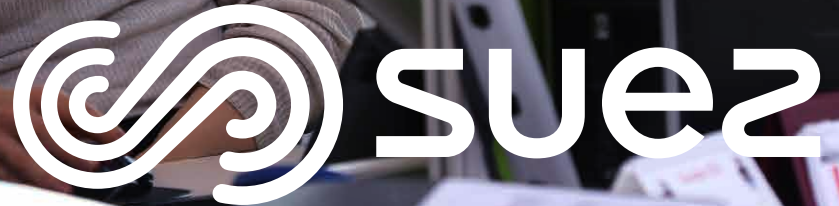


A man with glasses and a woman with long blonde hair are sitting at a desk in an office, looking at a computer monitor. The background shows a large window with a view of trees. The text 'gender pay gap report' is overlaid in large white letters.

gender pay gap report

2018-19

recycling and recovery UK





As part of a global organisation, inclusion is our ambition. We believe that diversity is one of our greatest opportunities. A diverse workforce brings with it an expanse of 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. We have developed our own Wellness Charter – by our people, for our people – and see it as an essential component of our health, safety and wellbeing culture.

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.



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 and processed using Gapsquare's Fairpay® analytics tool. The methods for calculation within the tool can be found at <https://app.gapsquare.com/assets/public/calculations.pdf>. The statistics are based on a snapshot date of 05 April 2019.

the gender pay gap

In 2019, our mean and median pay continues to show negative gender pay gaps (where average pay for women is greater than average pay for men). This is largely as a result of the structure of our workforce and the breakdown of roles within the company.

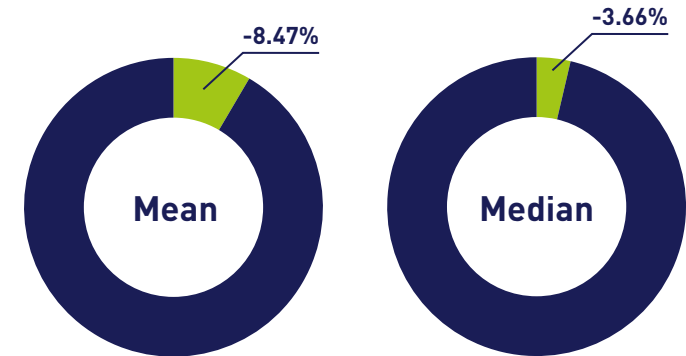
Historically, the waste and recycling industry has employed predominately male workers and that remains the case today. This is reflected at SUEZ recycling and recovery UK, where 16.32% of our total workforce is female – a slight increase since 2018 when it was 15.8%.

This large pool of male workers is distributed across all pay bands from the lowest to the highest, with 95% of our manual workforce and 75% of our managers (Hay grades 1- 11) being male.

Conversely, females make up 5% of the manual workforce and 25% of our managers. 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.

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, as has been evidenced by both UK and SUEZ group-led gender pay audits.

Mean and median gender pay gap (April 2019)



Average hourly rate (£)	Male	Female	Male	Female
	13.93	15.11	11.47	11.89

Mean and median gender pay gap (April 2018)

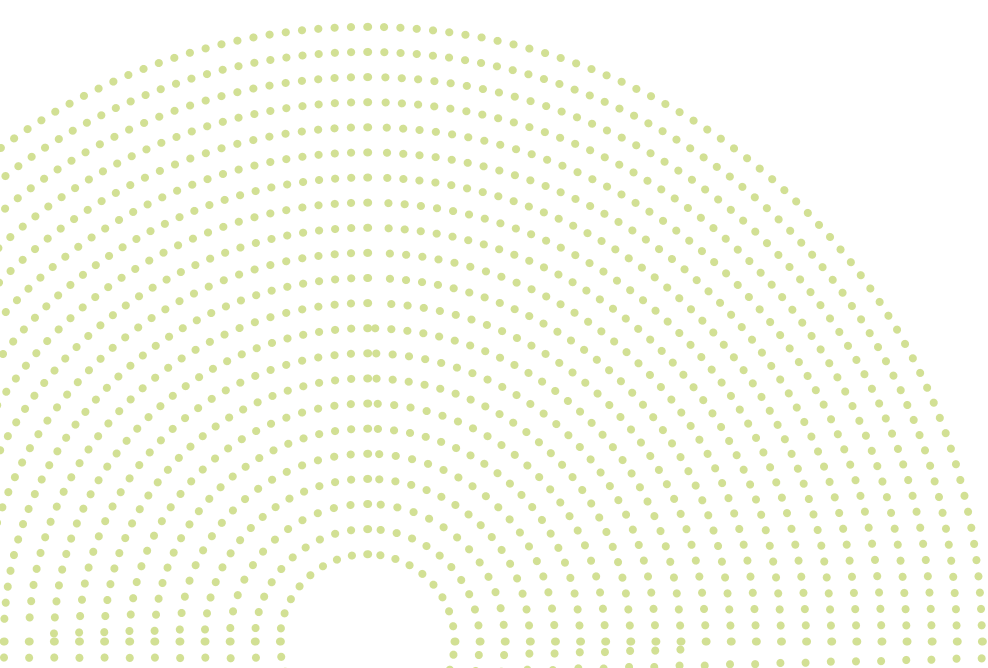
Gender pay gap	-7.82%		-8.00%	
Average hourly rate (£)	Male	Female	Male	Female
	13.69	14.76	10.96	11.84

Our negative mean and median gender pay gap may be viewed as encouraging against the backdrop of positive double-digit gender pay gaps that are widely reported within 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 as part of our wider inclusion and diversity roadmap – and we are proud that we now have a women’s network of more than 1,100 people who are part of that journey.

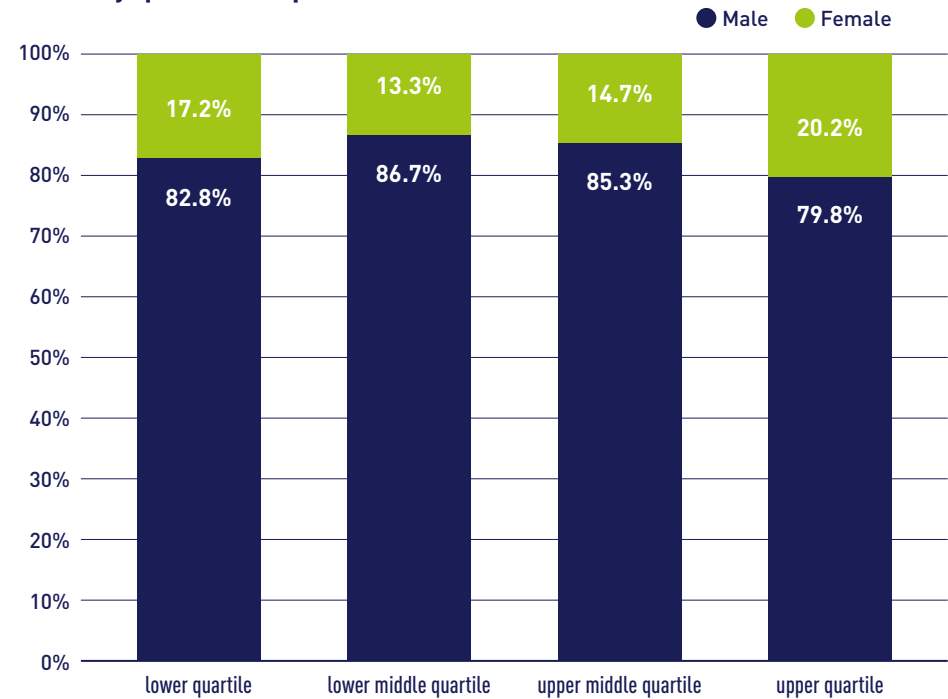
pay quartiles by gender

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 consistent with the breakdown from 2018. The upper pay quartile contains proportionately the highest population of females and a small growth since 2018.



Pay quartiles (April 2019)



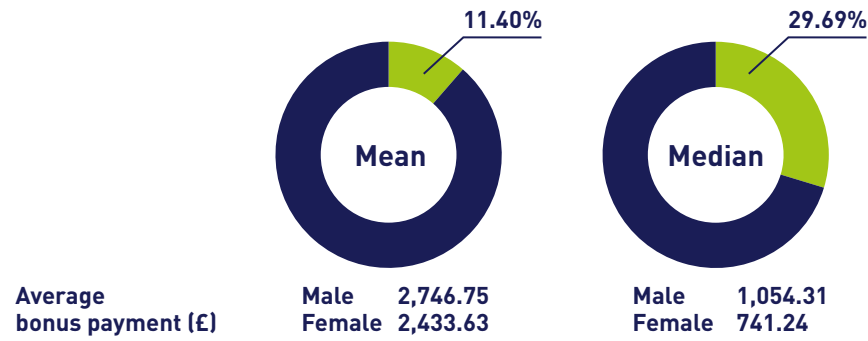
Pay quartiles (April 2018)

	lower quartile	lower middle quartile	upper middle quartile	upper quartile
Male	83.8%	88.1%	84.7%	80.2%
Female	16.2%	11.9%	15.3%	19.8%

gender bonus pay gap

Our gender bonus pay gap data is produced for the reporting year of April 2018 to April 2019. 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.

Mean and median gender bonus pay gap (April 2019)



Mean and median gender bonus pay gap (April 2018)

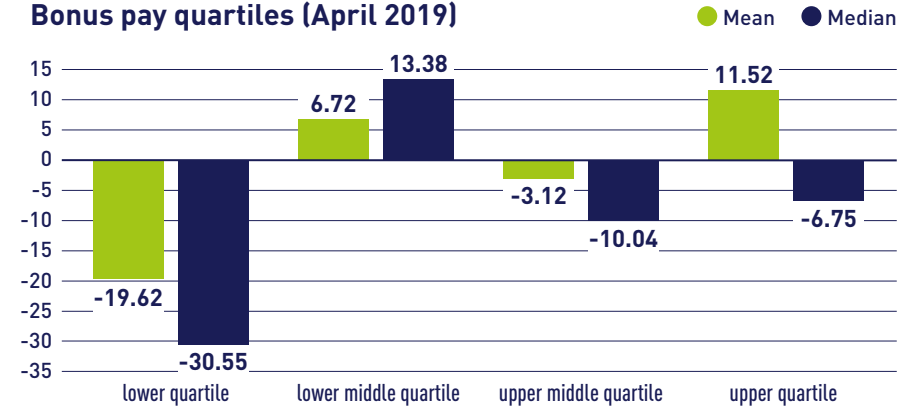
Gender bonus pay gap	32.36%	16.59%
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In 2018-2019, the mean and median average bonus payments continued to be higher for males than females.

However, the mean gap of 11.40% is a large reduction from the 32.36% respective mean average from April 2018. This shows a very positive move towards bonus pay parity.

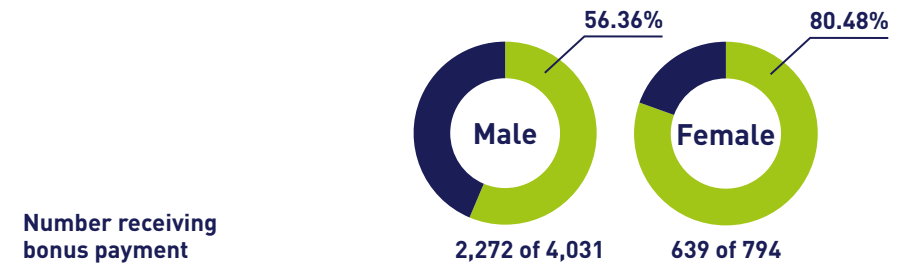
When split into quartiles, we see that in the lower and upper middle quartiles female bonuses are on average higher than male bonuses for the same quartile.

Bonus pay quartiles (April 2019)



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.

Bonus payment breakdown (April 2019)



Bonus payment breakdown (April 2018)

Proportion receiving bonus payment	56.19%	82.08%
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Despite male bonus payments being higher than female payments, the proportion of males receiving a bonus payment in the year was far less when compared to females. This has been a consistent feature of the result since reporting began.

statement of accuracy

I confirm the data in this report is accurate.

For and on behalf of SUEZ recycling and recovery UK

T Leghorn

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SUEZ recycling and recovery UK

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