

Gender pay gap report

2021-22

Recycling and recovery UK



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. The work is 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 135 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 26% of our management positions being held by females. This has grown from 24% in 2017.

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 v250 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 2022.

The gender pay gap

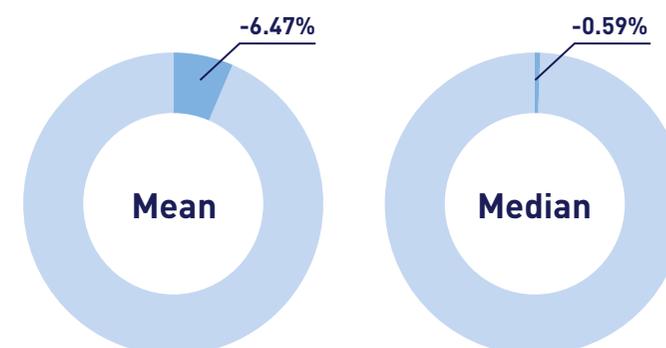
In 2022, our mean pay continues to show a negative gender pay gap (where average pay for women is greater than average pay for men). The median pay gap has also returned to a negative figure, back in line with previous years, after an anomaly in 2021 where it flipped to a gap favouring male employees.

The reason for the 2021 anomaly is predominantly because the largest proportion of our workforce are engaged in frontline roles attracting lower pay and are predominantly male. These frontline workers were given a one-off bonus in April 2021 for their efforts keeping our essential services going during the pandemic. Because this bonus was paid in April, during our snapshot period, it was included in the hourly pay calculations, but not the bonus pay calculations.

The negative gender pay gap has gradually closed over the last few years. This suggests that male pay is gradually growing at a higher rate to female pay. The reason for this is because of our intentional focus on fair pay for all and increasing our hourly pay rates for the lowest paid workers. We continue to be 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. It is important to appreciate that this represents our commitment to fair pay for our frontline workforce, particularly in the context of the current cost-of-living crisis, rather than an erosion of female pay.

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 83.99% of our total workforce are male and 16.01% are female – a slight increase since 2021 when it was 15.13%.

Mean and median gender pay gap (April 2022)



Average hourly rate (£)	Male	Female	Male	Female
	16.11	17.16	13.65	13.73

Mean and median gender pay gap (April 2021)

Gender pay gap	-3.70%		5.15%	
Average hourly rate (£)	Male	Female	Male	Female
	16.31	16.91	13.60	12.90

The profile of our male workers is distributed across all pay bands from the lowest to the highest, with 92.48% of our manual workforce and 74% of our managers (HAY grades 1-11) being male.

Conversely, females make up 7.52% of the manual workforce and 26% 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.

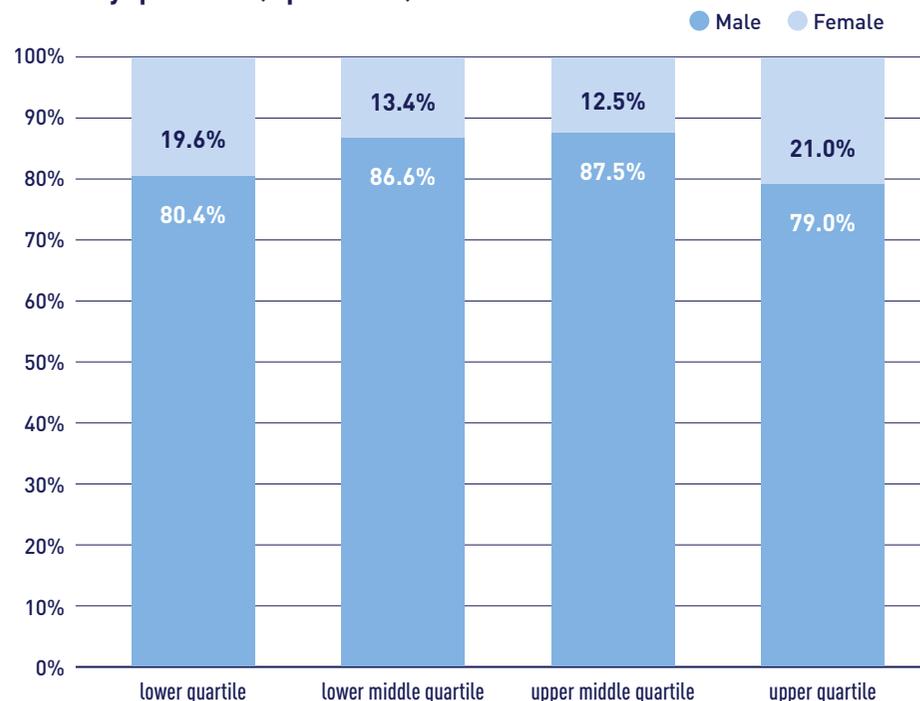
SUEZ recycling and recovery UK undertakes measures to ensure that men and women receive equal pay for equal work, so the gaps are not indicative of an issue with equal pay.

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 consistent with the breakdown from 2021. The upper pay quartile and lower pay quartile contains proportionately the highest population of females. The increase in female representation can be seen in all quartiles this year, except for the lower quartile which saw a 2.6% decrease in the proportion of females to males.

Pay quartiles (April 2022)



Pay quartiles (April 2021)

	lower quartile	lower middle quartile	upper middle quartile	upper quartile
Male	77.8%	89.2%	90.4%	82.0%
Female	22.2%	10.8%	9.6%	18.0%



Bonus gender pay gap

Our bonus gender pay gap data is produced for the reporting year of April 2021 to March 2022. 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.

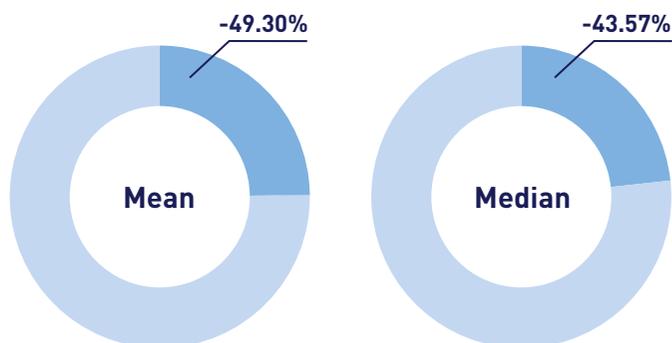
Bonus payments are not limited to an annual bonus scheme, but include performance related bonus payments, long-term incentive plans, deferred bonuses, and bonuses in the form of share allocations. Bonus payments also include work-related incentive payments to our manual workforce.

For the period of April 2021 – March 2022, we have a large negative bonus gap. This indicates that we are paying proportionately more bonus to women than men.

This is a drastic change from previous years and can be explained by several different factors. Firstly, a ‘frontline’ bonus was paid in April 2021 to our operational staff in recognition of their efforts working through the pandemic. This bonus payment was a relatively small amount compared to other annual bonuses and was received by our lowest paid workers who are predominantly male.

A second factor that has affected the bonus gap in this reporting period is the transformational work we have done to digitalise our payrolls. As such, we have improved the reporting, classification and consistency of our bonus payments. We now have more transparency and visibility of the payments that are going through our system and we can more accurately report on the ad-hoc bonus figures.

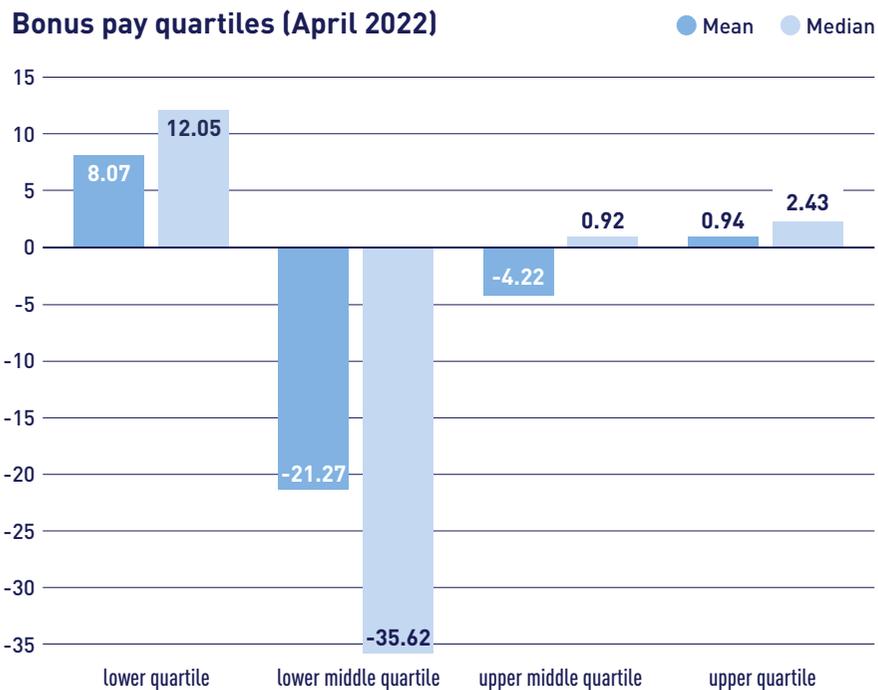
Mean and median bonus gender pay gap (April 2022)



Average bonus payment (£)	Male 2,922.81	Male 712.50
	Female 4,363.63	Female 1,022.93

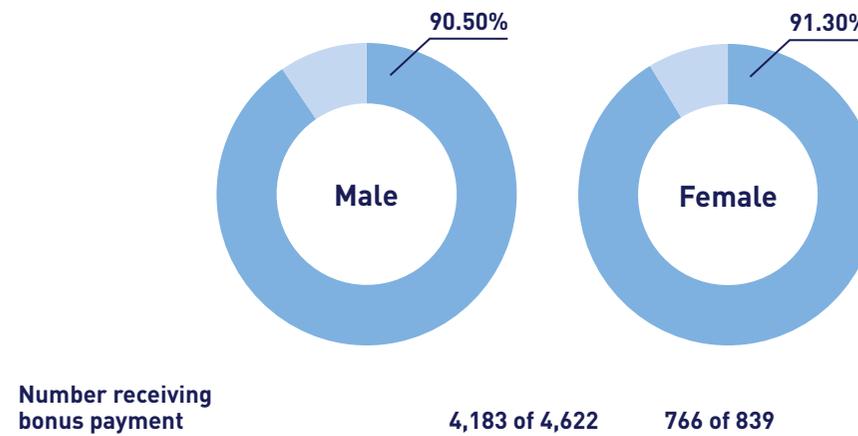
Mean and median bonus gender pay gap (April 2021)

Bonus gender pay gap	8.12%	31.03%
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When splitting bonus payments into pay quartiles, it shows that the bonus gap is minimal in our higher pay quartiles, and more significant in the lower ones. 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, which means the bonus gap is skewed in favour of those receiving a structured annual bonus, causing a large negative bonus gap in this quartile.

Bonus payment breakdown (April 2022)



Bonus payment breakdown (April 2021)

Proportion receiving bonus payment	Male	Female
	45.80%	72.78%

The accuracy gained by digitalising our payroll processing is also evident in the proportion of employees receiving bonus. This has jumped massively from previous years, showing that we are now more closely tracking and managing bonus payments.

Statement of accuracy

I confirm the data in this report is accurate.

For and on behalf of SUEZ recycling and recovery UK

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