

Gender pay gap report

2022-23



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 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 27% 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 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 2023.

The gender pay gap

In 2023, 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. This suggests that male pay is gradually growing at a higher rate to female pay. 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.

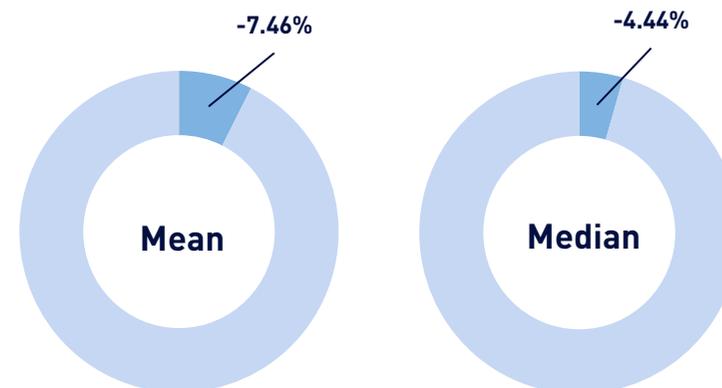
We remain committed to paying our lowest paid workers 10 pence above the National Living Wage regardless of age. This means the largest proportion of our workforce, who are male, have seen the largest growth in earnings. It is important to appreciate that this represents our commitment to fair pay for 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 been comprised of predominately male workers and that remains the case today. This is reflected at SUEZ recycling and recovery UK with 83.44% being male and 16.56% of our total workforce being female – a slight increase since 2022, when it was 16.01%.

The profile of our male workers is distributed across all pay bands from the lowest to the highest – 92.6% of our manual workforce are male and 73% of our managers (HAY grades 1- 11) are male.

Conversely, females make up 7.4% of the manual workforce and 27% 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 2023)



Average hourly rate (£)	Male	17.50	Male	15.33
	Female	18.81	Female	16.01

Mean and median gender pay gap (April 2022)

Gender pay gap	-6.47%		-0.59%	
Average hourly rate (£)	Male	16.11	Male	13.65
	Female	17.16	Female	13.73

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 three years, we have seen a steady increase from 24% to 27%. 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.

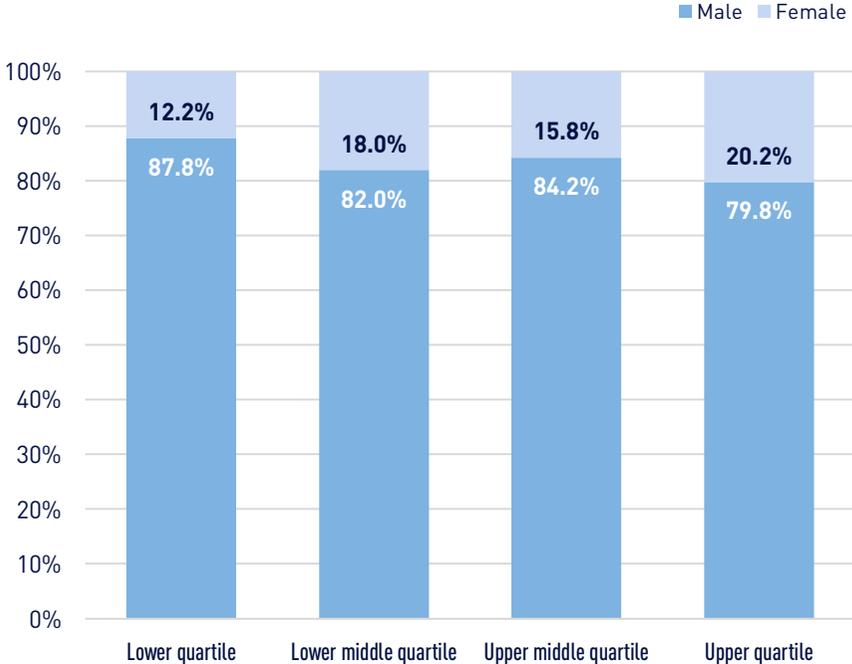
SUEZ recycling and recovery UK undertakes measures to ensure that men and women receive equal pay for equal work, so the gaps are not indicative of an issue with equal pay.

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 relatively consistent with the breakdown from 2022. The upper pay quartile contains proportionately the highest population of females. The increase in our negative pay gap is due to an increase in lower quartile male employees and a decrease in the middle quartiles.

Pay quartiles (April 2023)



Pay quartiles (April 2022)

	Lower quartile	Lower middle quartile	Upper middle quartile	Upper quartile
Male	80.4%	86.6%	87.5%	79.0%
Female	19.6%	13.4%	12.5%	21.0%

Bonus gender pay gap

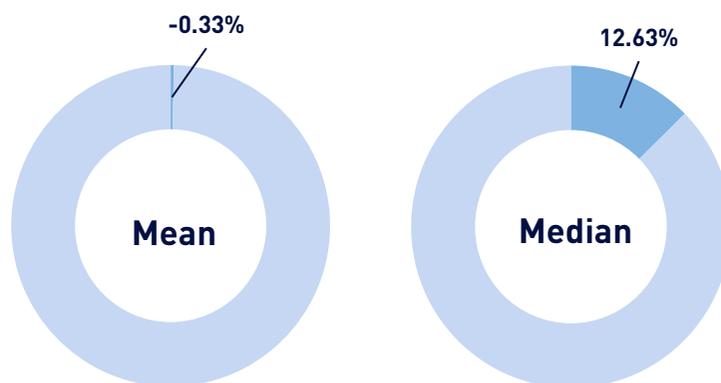
Our bonus gender pay gap data is produced for the reporting year of April 2022 to March 2023. It sets out the differences in the mean and median £ amount of the bonus paid to men and women, as well as the proportion of men and women that received a bonus during this period.

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.

A factor that has affected the bonus gap in this reporting period is the transformational work we have used to digitalise our payrolls. 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.

2022's figure was an anomaly for us, as we paid a frontline bonus to our operational staff during the 2021-22 period and this had a significant impact on the bonus pay gap. The bonus pay gap is currently trending more in line with the years prior to 2022.

Mean and median bonus gender pay gap (April 2023)

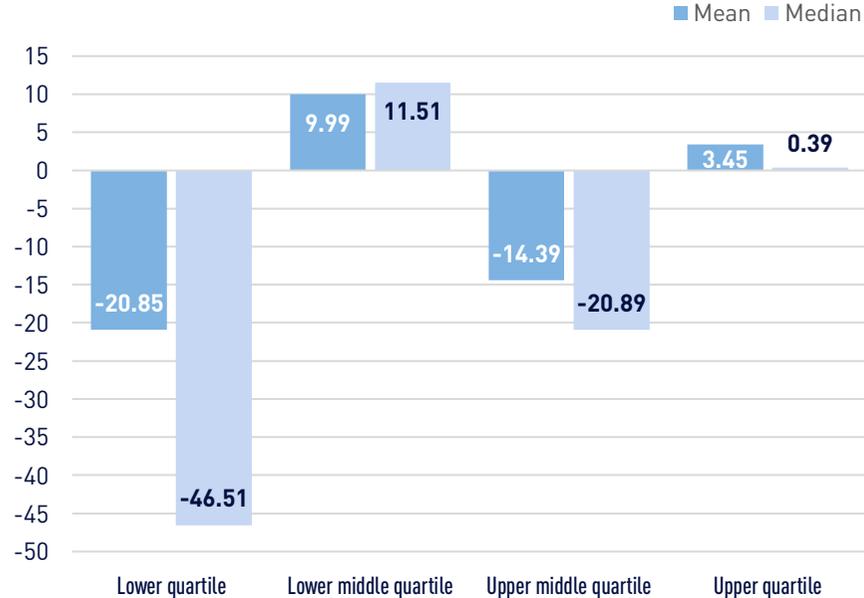


Average bonus payment (£)	Male	£3,917.17	Male	£1,216.85
	Female	£3,930.08	Female	£1,063.21

Mean and median bonus gender pay gap (April 2022)

Bonus gender pay gap	-49.30%	-43.57%
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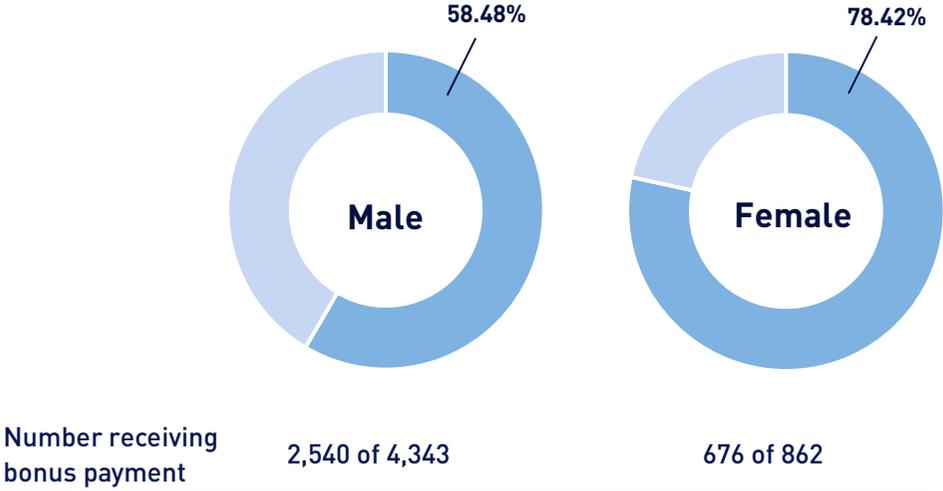
Bonus pay quartiles (April 2023)



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 2023)



Bonus payment breakdown (April 2022)

Gender	Proportion receiving bonus payment
Male	90.50%
Female	91.30%

The accuracy gained by digitalising our payroll processing is also evident in the proportion of employees receiving bonuses, which has increased significantly from previous years with the closer tracking and management of bonus payments. The drop in the proportion of employees receiving a bonus from the previous period is a result of the bonus given to the vast majority of our frontline workers during the 2021-22 bonus period (see page five). However, the trend continues to head in the right direction with a higher proportion of employees receiving a bonus year-on-year.

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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