

Gender pay gap report

2024-25



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 27% 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 2025.

The gender pay gap

In 2025, our mean pay continues to show a negative gender pay gap (where average pay for women is greater than the average pay for men). The median pay gap is also a negative figure, in line with previous years, after an anomaly in 2021 when the gap favoured male employees.

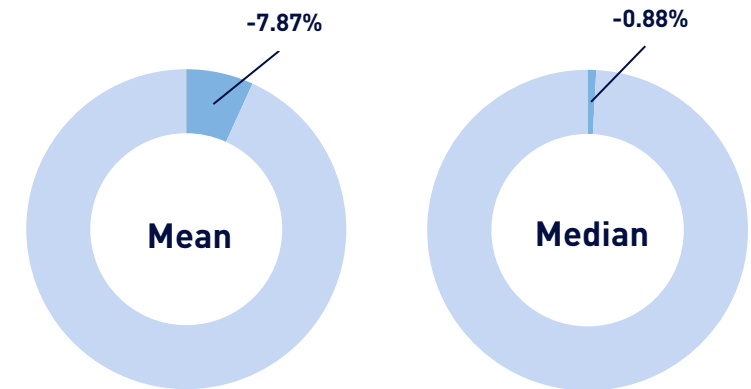
We remain committed to paying our lowest paid workers 10 pence above the National Living Wage regardless of age. Together with the significant increases in National Living Wage more recently, this means the largest proportion of our workforce, who are male, have seen the largest growth in earnings. This 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 84.60% male and 15.40% female – a slight decrease since 2024, when it was 15.72%. The profile of our male workers is distributed across all pay bands – 93.06% of our manual workforce are male and 71.76% of our managers (HAY grades 1- 11) are male.

Conversely, females make up 6.94% of the manual workforce and 28.24% 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.

Mean and median gender pay gap (April 2025)



Average hourly rate (£)	Male	17.66	Male	15.32
	Female	19.04	Female	15.46

Mean and median gender pay gap (April 2024)

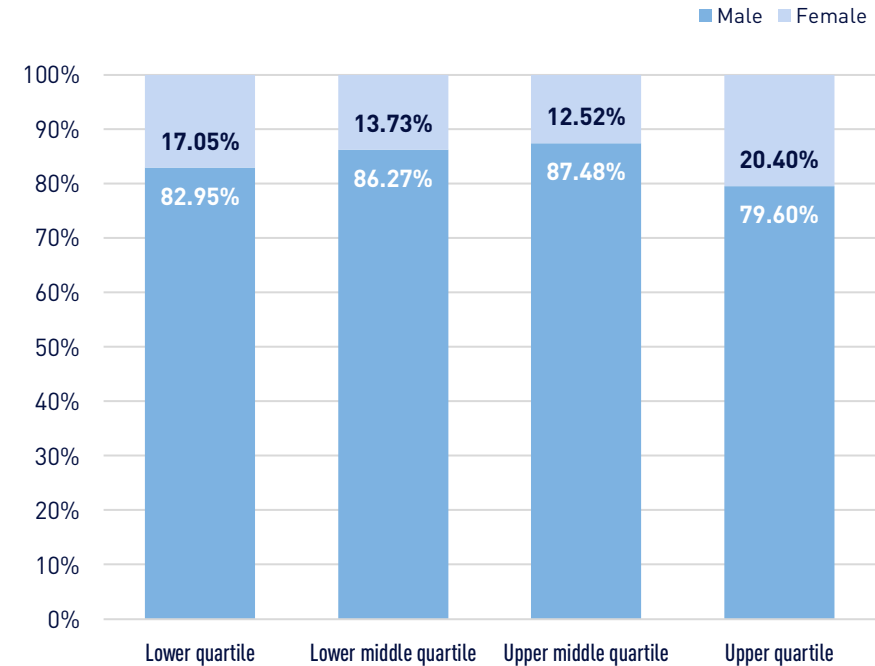
Gender pay gap	-9.43%		-2.93%	
Average hourly rate (£)	Male	17.74	Male	15.18
	Female	19.42	Female	15.63

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 2024. The upper pay quartile contains proportionately the highest population of females. The increase in female representation can be seen in the lower and upper quartiles this year, while the lower middle and upper middle saw a decrease in the proportion of females to males.

Pay quartiles (April 2025)



Pay quartiles (April 2024)

	Lower quartile	Lower middle quartile	Upper middle quartile	Upper quartile
Male	84.9%	85.0%	86.9%	78.6%
Female	15.1%	15.0%	13.1%	21.4%

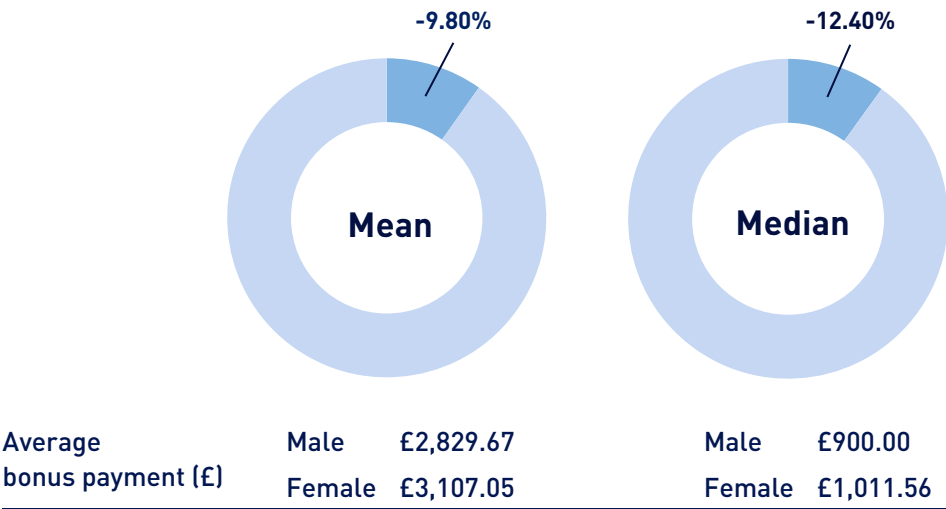
Bonus gender pay gap

Our bonus gender pay gap data is produced for the reporting year of April 2024 to March 2025. 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.

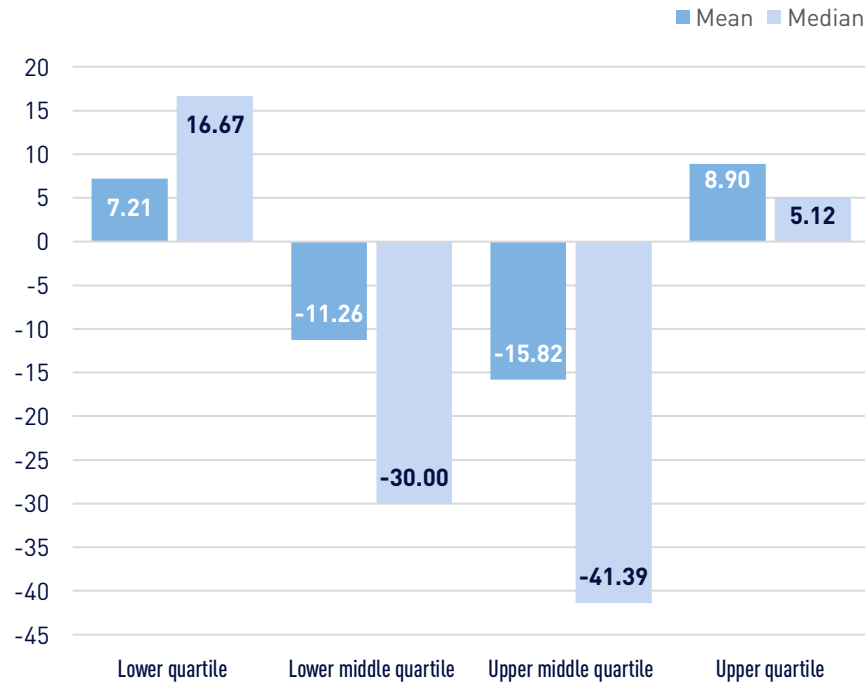
In this reporting period, you can see that across both the mean and median bonus pay gaps, our female population are being paid more than our male population. This can be explained by a high proportion of our female population being in roles which attract an annual bonus payment, whereas our male population tend to be in frontline roles which attract smaller, but more frequent bonus payments.

Mean and median bonus gender pay gap (April 2025)



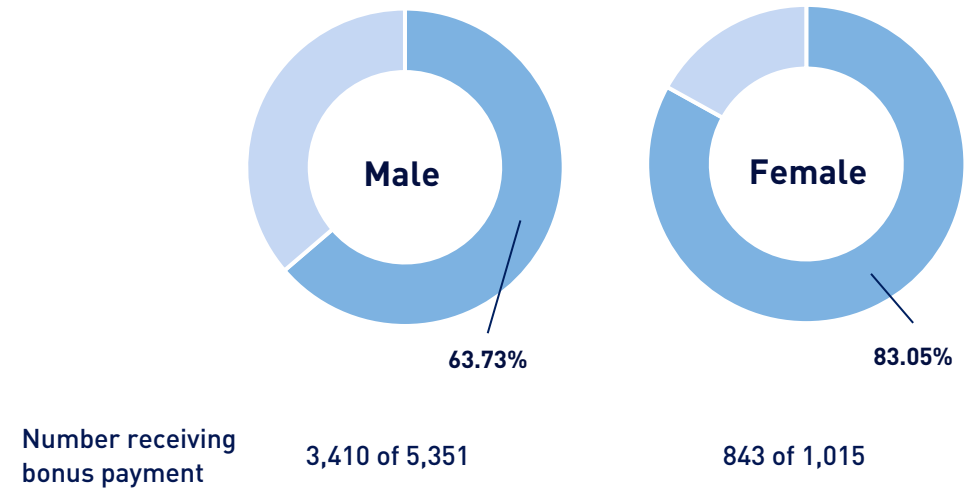
Mean and median bonus gender pay gap (April 2024)

Bonus gender pay gap	-15.16%	-59.27%
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Bonus pay quartiles (April 2025)

Splitting bonus payments into pay quartiles shows that the upper middle quartile has the largest bonus pay gap.

Unlike previous years, we didn't pay any one-off cost-of-living bonus or one-off bonus payments for employees who joined as part of new contracts this year. This means overall the percentage of employees receiving a bonus has dropped in comparison to previous years.

Bonus payment breakdown (April 2025)**Bonus payment breakdown (April 2024)**

Proportion receiving bonus payment	71.58%	87.49%
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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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