



gender pay gap report

2017-18

recycling and recovery UK

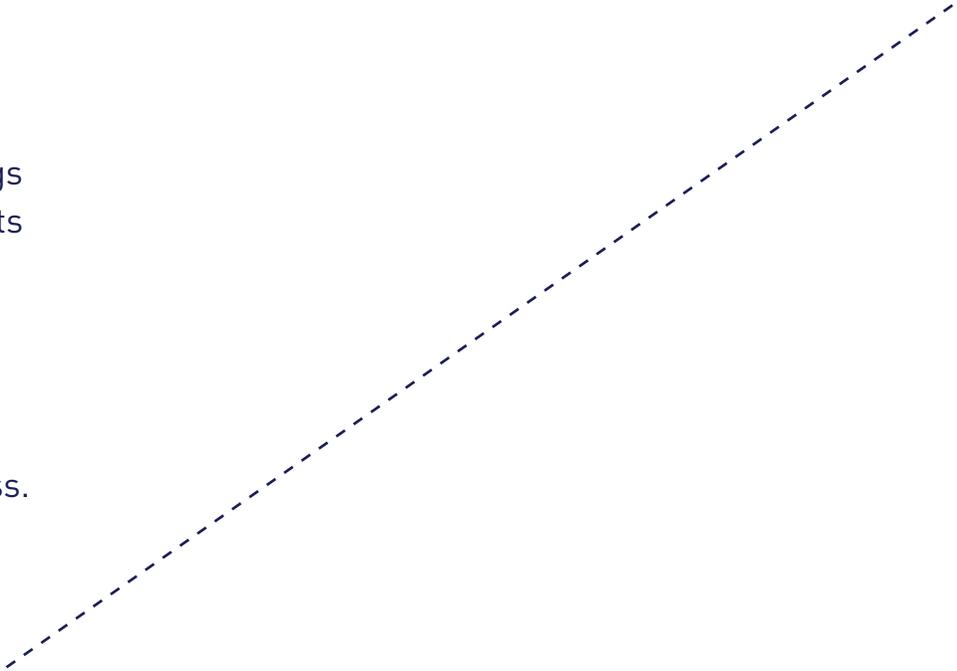


As part of a global organisation, we believe that diversity is one of our greatest opportunities. A diverse workforce brings with it new knowledge, experience and creativity – key assets for a business that is at the forefront of the UK waste and recycling industry's transformation.

SUEZ recycling and recovery UK has long championed the importance of promoting diversity and wellbeing, and consider it to be an essential component of our business.

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.

To promote gender diversity and inclusion at SUEZ recycling and recovery UK, we launched our SUEZ UK Women's Network, which is open to all employees, in March 2017.



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 2018.

the gender pay gap

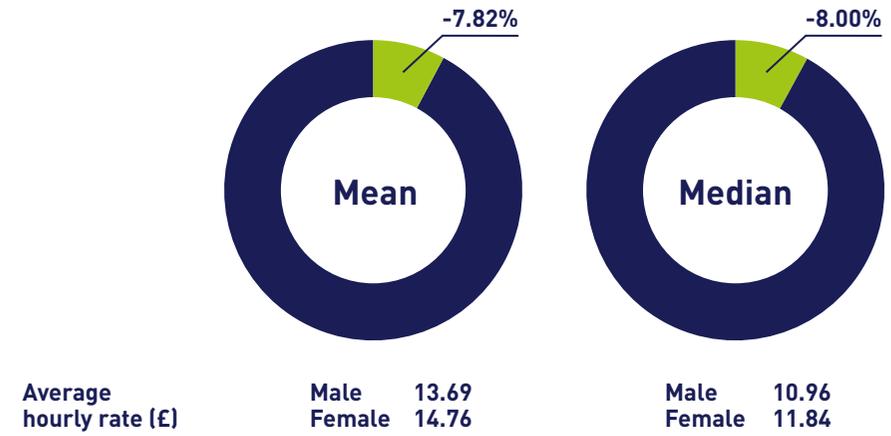
In 2018, our mean and median pay continues to show negative gender pay gaps (where average pay for women is greater than average pay for men), this is largely as a result of the structure of our workforce and the breakdown of roles within the company. These figures compare to a mean of -11.1% and median of -7% in April 2017.

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 15.8% of our total workforce is female – a slight increase since 2017.

The large pool of male workers is distributed across all pay bands from the lowest to the highest, with 95.5% of our manual workforce and 75.3% of our managers (Hay grades 1-11) being male.

Conversely, females make up 4.5% of the manual workforce and 24.7% 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.

Mean and median gender pay gap (April 2018)



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.

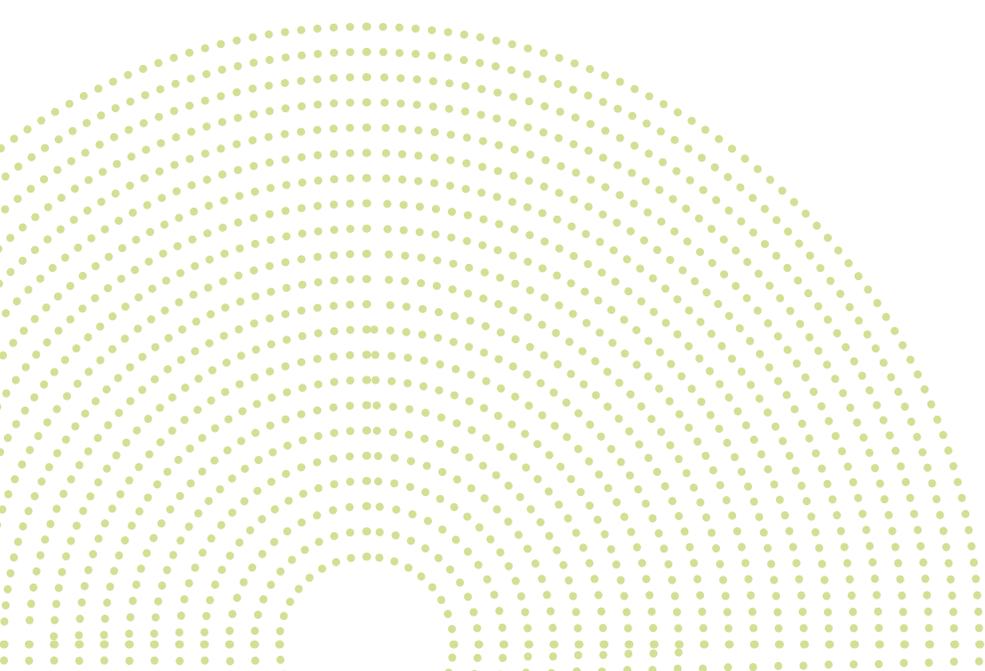
Our negative mean and median gender pay gap may be viewed as encouraging against the backdrop of positive double-digit gender pay gaps that are widely reported within the UK. However, in order to meet targets set by our parent company, there is still more to do to advance gender diversity at SUEZ recycling and recovery UK. This is an area of focus for us and, as well as stretching targets, we use working groups and networks that include employees of all levels to drive our agenda forward.

pay quartiles by gender

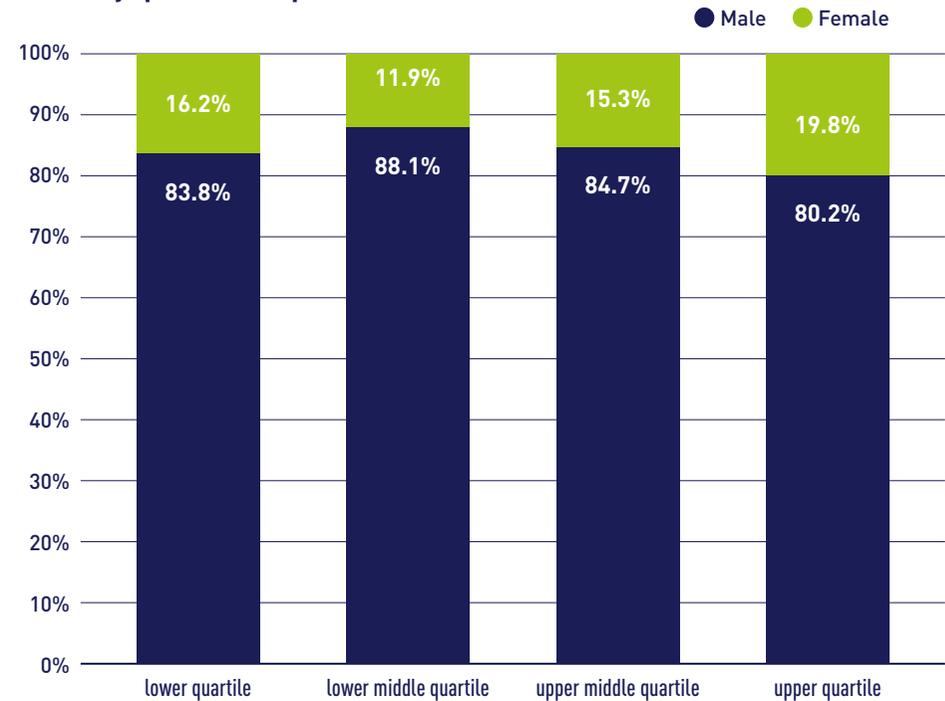
This data shows how our female and male employees are distributed through four pay quartiles, ranging from lower to upper.

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 2017, provided here for reference.



Pay quartiles (April 2018)



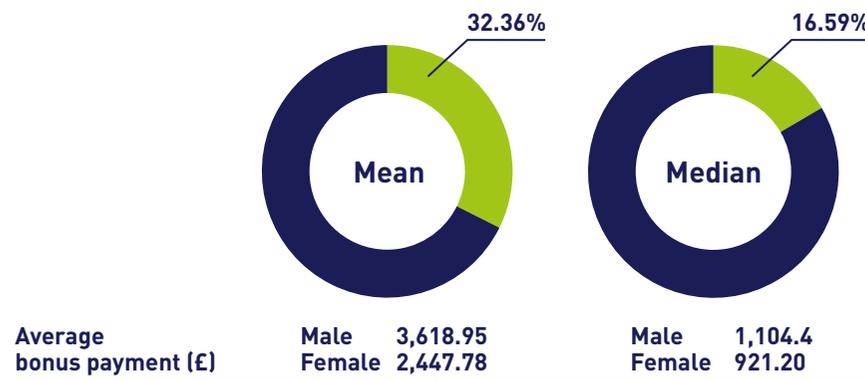
Pay quartiles (April 2017)

	lower quartile	lower middle quartile	upper middle quartile	upper quartile
Male	86.2%	86.8%	86.3%	79.8%
Female	13.8%	13.2%	13.7%	20.2%

gender bonus pay gap

Our gender bonus pay gap data is produced for the reporting year of April 2017 to April 2018. 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 2018)



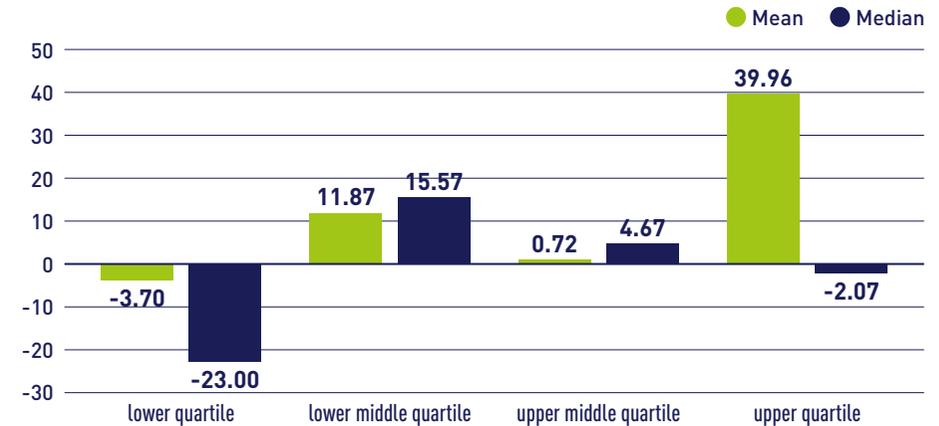
These figures compare to a mean of -1.8% and median of -18.7% for 2016-2017.

In 2017-2018, the mean and median average bonus payments were higher for males than females. This is a reversal of this previous year's data.

Exploring this further, when splitting the averages into quartiles, there is a mixed position in that the bonus levels of a small number of male colleagues (in the upper quartile) skews the mean average to become higher for males in the upper quartile, whereas the median bonus figure in the upper quartile shows females bonus payments were slightly higher.

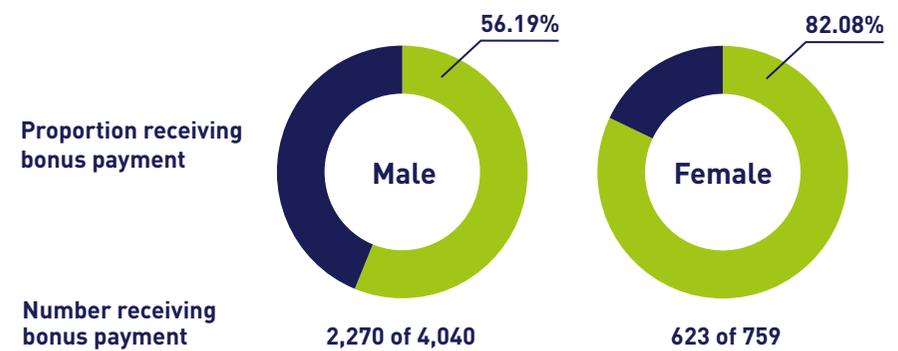
In the lower bonus pay quartile, females received a higher bonus on average, mean and median than the males in that quartile.

Bonus pay quartiles (April 2018)



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 2018)



The proportion of males receiving a bonus payment in the year was far less when compared to females. In April 2017, 72.7% of males and 85.0% of females received bonus.

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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