



Gender pay gap report 2019-20

recycling and recovery UK



As part of a global organisation, we believe that diversity is one of our greatest opportunities. A diverse workforce brings new knowledge, experience and creativity – key assets for a business that are 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.

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.

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 Human Resources and Health and Safety Officer together with the UK Board. Our SUEZ UK Women’s Network has over 900 members. 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.

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 2020.

The gender pay gap

In 2020, 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. Notably, the largest proportion of our workforce are engaged in frontline roles and are predominantly male.

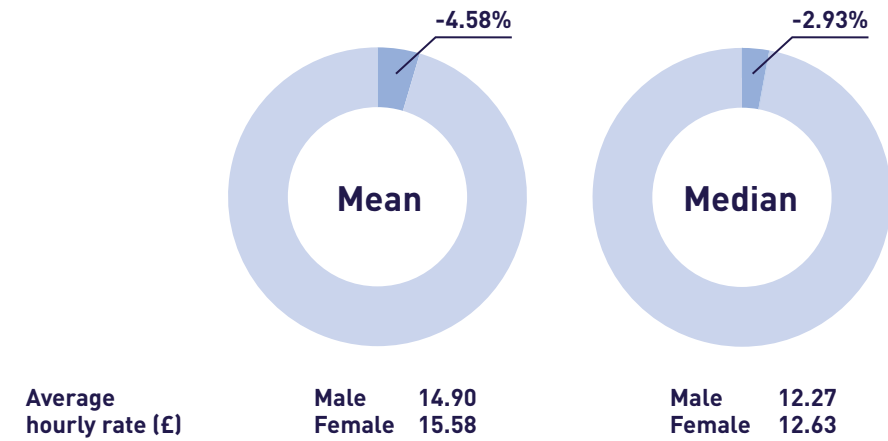
The negative gap has gradually closed over the last few years. This suggests that male pay is gradually growing at a higher rate to female pay. The reason for this is because of our focus on fair pay for all and increasing our hourly pay rates for the lowest paid workers. We have committed to pay our lowest paid workers at a rate of 10p per hour above the National Living Wage. This means the largest proportion of our workforce, who are male, have seen the largest growth in earnings. It represents our commitment to fair pay for our frontline workforce, 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 15.37% of our total workforce is female – a slight decrease since 2019 when it was 16.32%. This is due to two large TUPE transfers during this period (c.1,000 employees total), where the majority of the transferring employees into SUEZ recycling and recovery UK were male.

This large pool of male workers is distributed across all pay bands from the lowest to the highest, with 94.1% of our manual workforce and 75.1% of our managers (Hay grades 1–11) being male. Females make up 5.9% of the manual workforce and 24.9% 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 2020)



Mean and median gender pay gap (April 2019)

Gender pay gap	Male	Female	Gap
Average hourly rate (£)	13.93	15.11	-8.47%
Median	11.47	11.89	-3.66%

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.

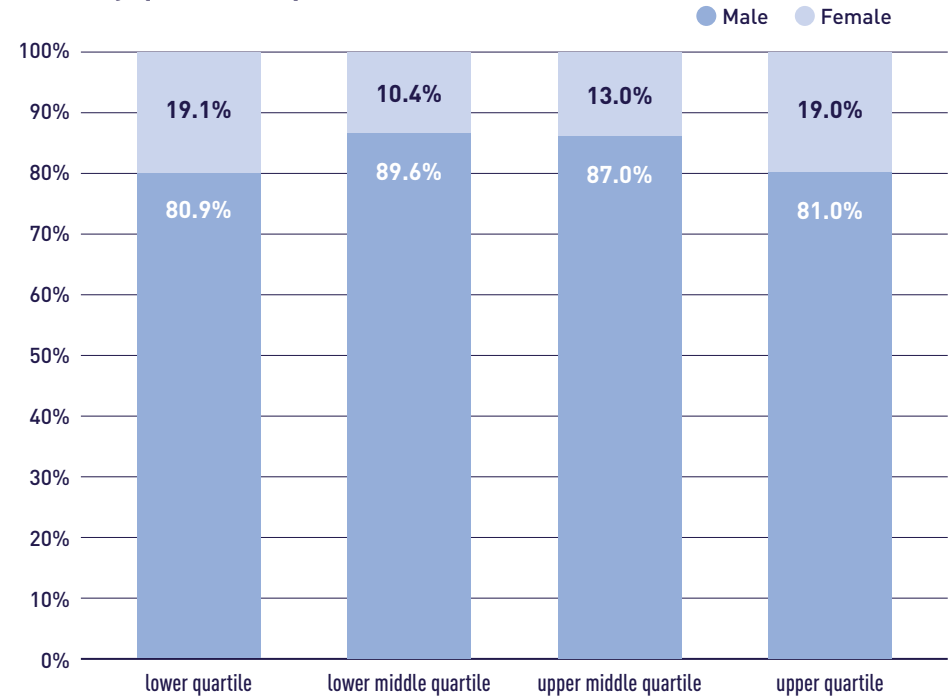
Our negative mean and median gender pay gap may be viewed as encouraging against the backdrop of positive double-digit gender pay gaps that are widely reported within UK. However, in order to meet targets set by our parent company, there is still more to do to advance gender diversity at SUEZ recycling and recovery UK. This will continue to be an area of focus in the years ahead.

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 2019. The upper pay quartile and lower pay quartile contain proportionately the highest population of females, with the lower quartile experiencing a small growth since 2019 and the upper quartile experiencing a small decrease since 2019. This is as a result of the large TUPE transfers we concluded in 2019/20, which consisted of predominantly male employees, thereby pushing down the proportion of females in most of the quartiles.

Pay quartiles (April 2020)



Pay quartiles (April 2019)

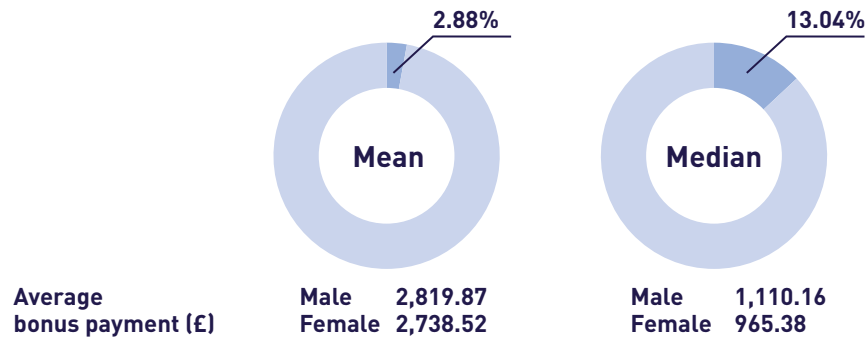
	lower quartile	lower middle quartile	upper middle quartile	upper quartile
Male	82.8%	86.7%	85.3%	79.8%
Female	17.2%	13.3%	14.7%	20.2%



Bonus gender pay gap

Our bonus gender pay gap data is produced for the reporting year of April 2019 to April 2020. 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 bonus gender pay gap (April 2020)



Mean and median bonus gender pay gap (April 2019)

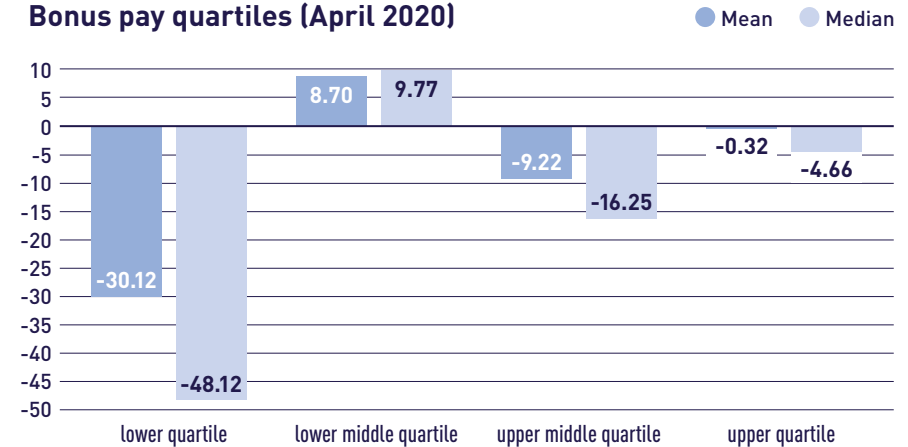
Bonus gender pay gap	11.40%	26.69%
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In 2019-20, the mean and median average bonus payments continued to be higher for males than females.

However, the mean gap of 2.88% is a large reduction from the 11.40% respective mean average from April 2019. This shows a very positive move towards bonus pay parity.

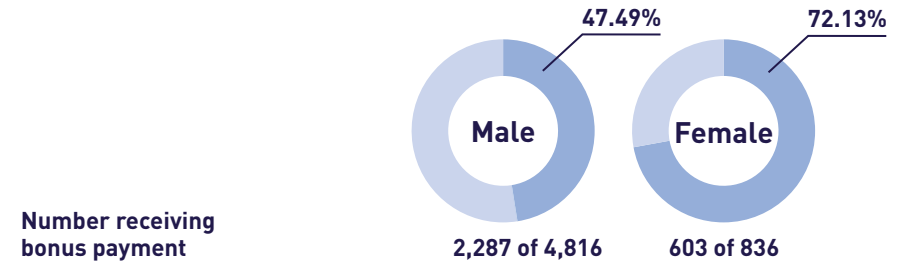
When split into quartiles, we see that in the lower, upper middle and upper quartiles, female bonuses are on average higher than male bonuses for the same quartile.

Bonus pay quartiles (April 2020)



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 2020)



Bonus payment breakdown (April 2019)

Proportion receiving bonus payment	56.36%	80.48%
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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

Dr Tracey Leghorn

Chief Human Resources and Health and Safety Officer
SUEZ recycling and recovery UK

SUEZ recycling and recovery UK
SUEZ House, Grenfell Road
Maidenhead, Berkshire SL6 1ES

www.suez.co.uk

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