



# Gender pay gap report 2020-21

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.

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, 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 2021.

# The gender pay gap

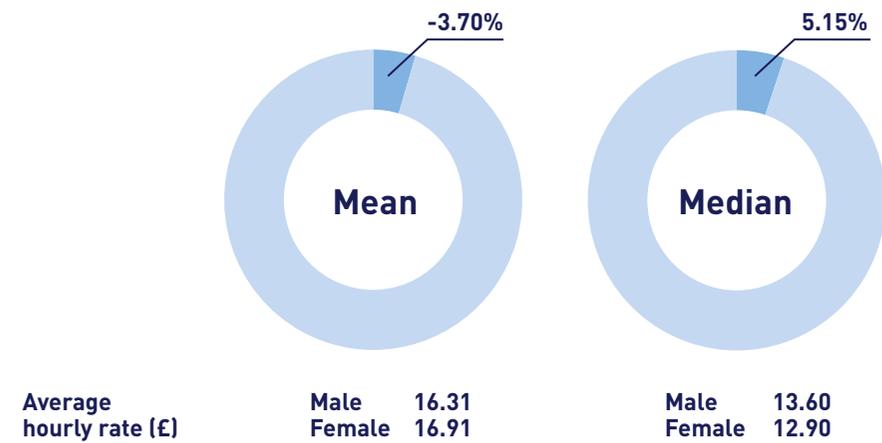
In 2021, our mean pay continues to show a negative gender pay gap (where average pay for women is greater than average pay for men). However, the median pay gap for this year favours males for the first time in five years of reporting.

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. These frontline workers were given an extra one-off bonus in April for their excellent efforts keeping our essential services going during the pandemic. As this bonus was paid in April, during our snapshot period, it has been included in the hourly pay calculations, but not the bonus pay calculations. This disproportionately impacted male employees who make up the vast majority of our frontline workers.

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. This is due to 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 pay our lowest paid workers at a rate of 10 pence per hour 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 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 15.13% of our total workforce is female – a slight decrease since 2020 when it was 15.37%. This is due to a large inward TUPE transfer during this period (c.400 employees total), where the majority of the transferring employees into SUEZ recycling and recovery UK were male frontline workers.

## Mean and median gender pay gap (April 2021)



## Mean and median gender pay gap (April 2020)

Gender pay gap	-4.58%		2.93%	
Average hourly rate (£)	Male	Female	Male	Female
	14.90	15.58	12.27	12.63

The profile of our male workers is distributed across all pay bands from the lowest to the highest, with 94.1% of our manual workforce and 74.9% of our managers (Hay grades 1–11) being male. Females make up 6.9% of the manual workforce and 25.1% 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.

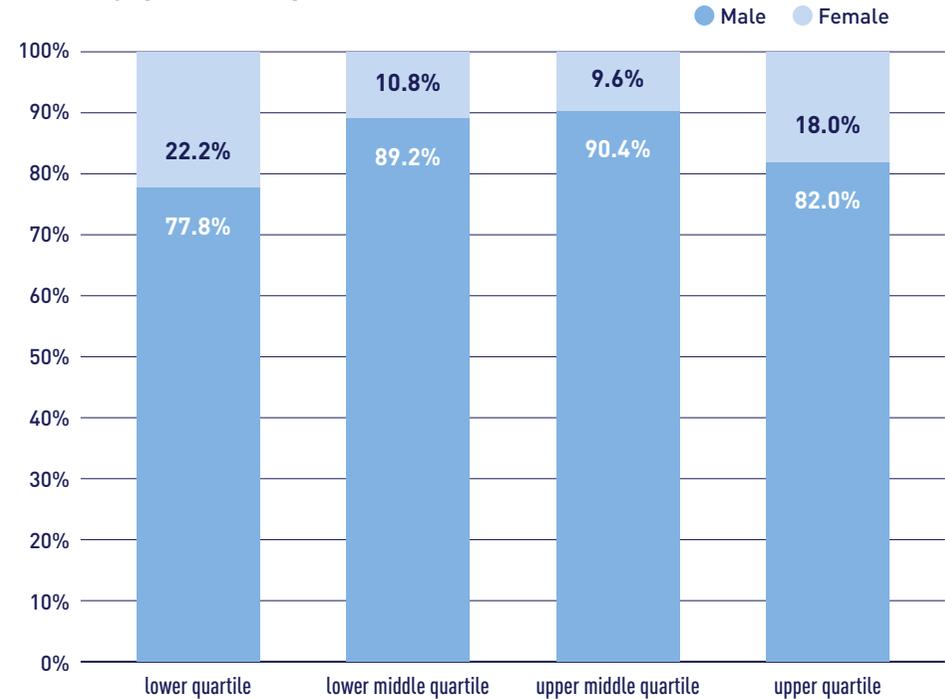
SUEZ recycling and recovery UK undertakes measures to ensure that men and women receive equal pay for equal work, so the gaps are not indicative of an issue with equal pay.

# 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 2020. The upper pay quartile and lower pay quartile contain proportionately the highest population of females. The increase in the female presence in the lower quartiles can be attributed to an increase in the number of females in operational roles within the business over the past year. We see this as a positive step towards equality in what has traditionally been a male dominated industry.

Pay quartiles (April 2021)



Pay quartiles (April 2020)

	lower quartile	lower middle quartile	upper middle quartile	upper quartile
<b>Male</b>	80.9%	89.6%	87%	81%
<b>Female</b>	19.1%	10.4%	13%	19%

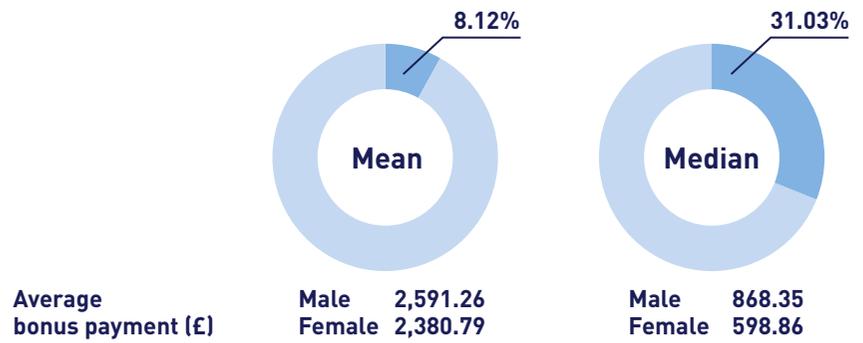


# Bonus gender pay gap

Our bonus gender pay gap data is produced for the reporting year of April 2020 to March 2021. 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.

## Mean and median bonus gender pay gap (April 2021)



## Mean and median bonus gender pay gap (April 2020)

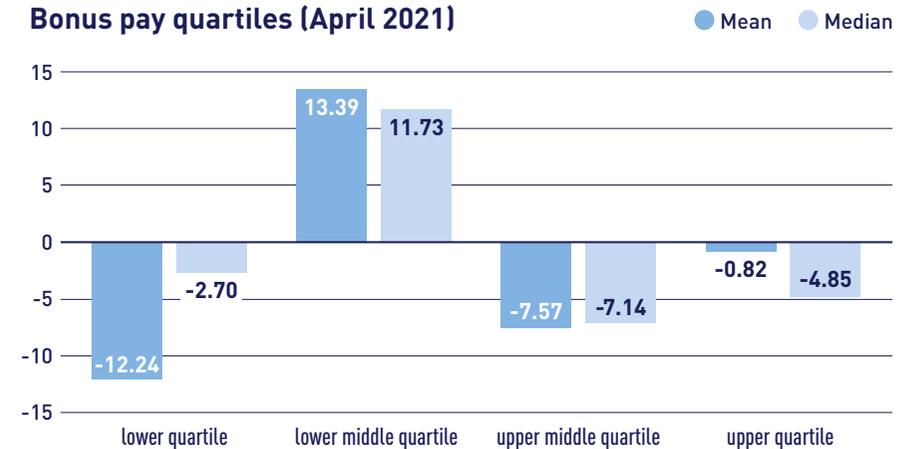
Bonus gender pay gap	2.88%	13.04%
----------------------	-------	--------

In 2020-21, the mean and median average bonus payments continued to be higher for males than females.

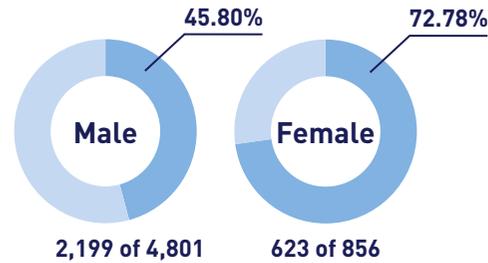
The mean gap of 8.12% is a large increase from the 2.88% respective mean average from April 2020. This gap can be partly explained by an increase in bonus payments amongst our upper quartile, which is made up mostly of male employees.

When split into quartiles, we see that in the lower and upper middle quartiles, female bonuses are on average higher than male bonuses for the same quartile. The lower middle quartile displays a bigger difference. This gap could be partly explained by some sites offering incentives in the form of bonuses for the frontline operational staff (predominantly male) throughout the year. The same incentives were not offered to similarly paid administrators (predominantly female) who would fall into the same quartile as those employees that received the bonuses throughout the year.

## Bonus pay quartiles (April 2021)



**Bonus payment breakdown (April 2021)**



**Number receiving bonus payment**

**Bonus payment breakdown (April 2020)**

Proportion receiving bonus payment	Male	Female
	47.49%	72.13%

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](http://www.suez.co.uk)

 [@suezuk](https://twitter.com/suezuk)  [facebook.com/suezukofficial](https://facebook.com/suezukofficial)

