



# THE SUNDAY TIMES

The Sunday Times 25 Best Big Companies to Work For

Research conducted by



22

## SUEZ RECYCLING AND RECOVERY

Recycling and waste management



### Top Scores

Wellbeing	15th
Giving Something Back	19th
My Manager	20th
Male/female ratio	85:15
Average age	34
Voluntary leavers	23%
Earning £35,000	12%

This recycling and resource management company, based in Maidenhead, takes an innovative approach to its work. Last year, a team at its facility in Leatherhead, Surrey, helped bring a local Women's Institute Remembrance Sunday tribute to life by providing, cleaning and cutting more than 1,000 plastic bottles for a creative project, Reuse, Recycle, Remember, which used the bottoms and lids to create poppies.

Operating from 300 sites nationwide, the operation helps 30,000 businesses and 12m

residents recycle their waste. Almost half of the 4,843-strong workforce have been here for more than five years. Staff agree that the company genuinely cares about the environment (73% positive, in fifth place on our list).

Chief executive David Palmer-Jones and human resources director Kevan Sproul like to get out and about and talk to staff. They hold regular lunch events for manual employees around the country, and everybody is encouraged to ask questions and bring up any issues they have at work. Such ready access to the senior management team means people have confidence in their leadership skills (59%).

Last year, the organisation raised £52,904 for Macmillan Cancer Support, and everybody can volunteer for good causes during work time. Staff say such activities are encouraged by the enterprise (71%).

A wellbeing working group with representatives from different areas of the business meets twice a month to discuss health and wellness issues and plan initiatives. A recent focus on mental health has led to more support being offered to colleagues through the firm's employee assistance programme. Team members don't feel work interferes with their responsibilities at home (63%, seventh).

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