

## Gender Pay Gap Report 2020

Company	Mean Gender Pay Gap	Median Gender Pay Gap	Q1 Male %	Q1 Female %	Q2 Male %	Q2 Female %	Q3 Male %	Q3 Female %	Q4 Male %	Q4 Female %	Male % Paid Bonus	Female % Paid Bonus	Mean Gap Bonus	Median Gap Bonus
Veolia ES (UK) Limited	-2.25%	3.76%	84.04%	15.96%	85.37%	14.63%	89.07%	10.93%	83.99%	16.01%	44.48%	52.04%	-53.05%	-831.20%
Veolia ES Hampshire Limited	25.96%	21.20%	72.73%	27.27%	70.13%	29.87%	89.61%	10.39%	92.21%	7.79%	36.83%	12.33%	32.51%	42.38%
Veolia ES Shropshire Limited	0.07%	-0.25%	94.59%	5.41%	96.00%	4.00%	92.00%	8.00%	93.33%	6.67%	54.23%	63.16%	53.76%	-28.30%
Veolia Energy & Utility Services UK PLC	28.80%	30.21%	52.31%	47.69%	86.15%	13.85%	95.38%	4.62%	93.85%	6.15%	22.51%	18.18%	44.20%	44.24%
Veolia ES Sheffield Limited	0.49%	16.27%	80.00%	20.00%	98.21%	1.79%	93.36%	6.64%	87.27%	12.73%	70.52%	38.46%	-329.18%	-5919.54%
Veolia ES Merseyside & Halton Limited	-1.31%	-2.98%	92.54%	7.46%	92.65%	7.35%	89.55%	10.45%	93.00%	7.00%	23.55%	16.00%	46.76%	61.85%
Veolia ES Southwark Limited	-58.01%	-10.44%	100.00%	0.00%	100.00%	0.00%	50.00%	50.00%	0.00%	100.00%	27.05%	22.73%	-163.33%	-200.00%
Veolia Water Outsourcing Limited	7.26%	14.06%	72.13%	27.87%	90.32%	9.68%	91.80%	8.20%	83.61%	16.39%	72.77%	88.37%	-23.13%	-9.66%

I confirm that the information and data reported is accurate and in line with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. For further details on the report, please refer to [this document](#)



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Executive Vice-President UK & Ireland

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Veolia ES (UK) Limited	-3.36%	2.96%	85.73%	14.27%	87.06%	12.94%	90.75%	9.25%	85.09%	14.91%	41.76%	49.52%	-56.97%	-659.36%
Veolia ES Hampshire Limited	30.49%	18.04%	75.61%	24.39%	75.61%	24.39%	85.37%	14.63%	95.12%	4.88%	39.64%	29.17%	33.44%	53.04%
Veolia ES Shropshire Limited	9.42%	0.00%	94.52%	5.48%	93.15%	6.85%	91.78%	8.22%	97.22%	2.78%	53.42%	61.11%	21.41%	-119.78%
Veolia Energy & Utility Services UK PLC	14.12%	27.36%	80.36%	19.64%	100.00%	0.00%	96.43%	3.57%	96.36%	3.64%	28.44%	15.79%	-8.16%	-20.00%
Veolia ES Sheffield Limited	11.39%	13.85%	77.19%	22.81%	98.25%	1.75%	91.23%	8.77%	87.72%	12.28%	72.02%	37.50%	-163.18%	-1422.40%
Veolia ES Merseyside & Halton Limited	4.08%	0.02%	85.29%	14.71%	97.01%	2.99%	88.24%	11.76%	94.03%	5.97%	24.60%	16.00%	21.42%	38.90%
Veolia ES Southwark Limited	-13.00%	4.50%	77.55%	22.45%	87.76%	12.24%	89.80%	10.20%	81.25%	18.75%	27.90%	17.78%	-215.91%	-986.70%
Veolia Water Outsourcing Limited	8.41%	10.77%	75.86%	24.14%	93.10%	6.90%	87.93%	12.07%	87.93%	12.07%	92.96%	94.74%	-42.27%	-143.90%

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