

## Gender Pay Gap Report 2023

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 Bonus Gap	Median Bonus Gap
Veolia Energy & Utility Services UK PLC	30.69%	40.13%	90.14%	9.86%	93.98%	6.02%	76.25%	23.75%	36.90%	63.10%	42.39%	72.92%	61.69%	50.00%
Veolia ES (UK) Limited	-7.83%	0.00%	83.38%	16.62%	87.73%	12.27%	85.05%	14.95%	85.58%	14.42%	62.17%	78.16%	-30.69%	-193.33%
Veolia ES Hampshire Limited	15.90%	11.02%	89.47%	10.53%	88.37%	11.63%	71.43%	28.57%	71.43%	28.57%	64.76%	69.33%	34.76%	8.53%
Veolia ES Merseyside & Halton Limited	10.26%	19.03%	94.03%	5.97%	95.59%	4.41%	91.04%	8.96%	85.45%	14.55%	89.69%	58.62%	27.34%	33.08%
Veolia ES Sheffield Limited	-7.30%	3.69%	83.08%	16.92%	95.24%	4.76%	96.61%	3.39%	78.95%	21.05%	77.21%	68.75%	-42.11%	-20.04%
Veolia ES Shropshire Limited	0.23%	-1.59%	89.86%	10.14%	90.67%	9.33%	94.59%	5.41%	93.22%	6.78%	86.38%	91.30%	-29.44%	-190.44%
Veolia ES Southwark Limited	5.62%	11.74%	86.79%	13.21%	93.44%	6.56%	77.36%	22.64%	66.67%	33.33%	58.69%	44.90%	-40.47%	30.71%
Veolia Water Outsourcing Limited	15.57%	28.18%	88.14%	11.86%	92.98%	7.02%	94.12%	5.88%	64.81%	35.19%	88.07%	82.86%	-33.30%	-160.08%

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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