

# Gender Pay Gap Report

2020/2021

Veolia is a leader in the provision of waste, water and energy services designed to help our customers and partners preserve our natural resources and build a circular economy.

## What is the gender pay gap?

All companies with an employee headcount greater than 250 are required to publish their gender pay gap data. Put simply, this is the difference between the average hourly pay for women and men as a whole in the organisation.

This is not the same as equal pay between men and women who do the same jobs or who carry out work of equal value.

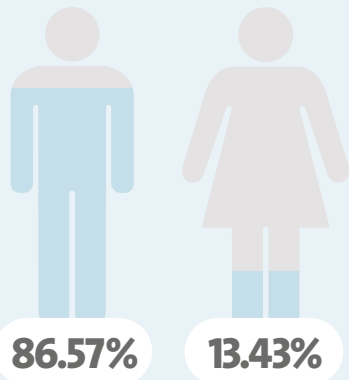
The gender pay gap looks at the overall average pay based on gender regardless of job role, grade, market forces or any other influences on pay.

This report sets out the gender pay gap data for Veolia Environmental Services UK PLC; Veolia Water UK LTD; Veolia Energy UK PLC and all of their respective subsidiaries covering 2020 & 2021. In producing it, we have analysed the pay data of all of our circa. 13,000 UK employees.

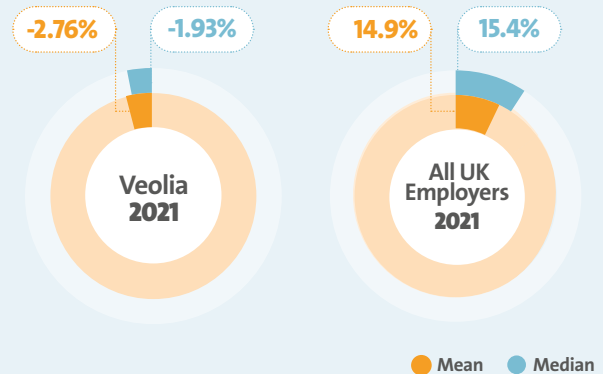
## Gender pay gap highlights

### Gender split

2021

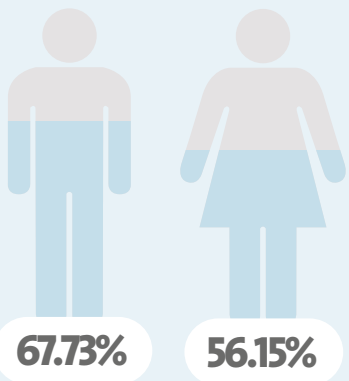


### Gender pay gap – hourly rate of pay

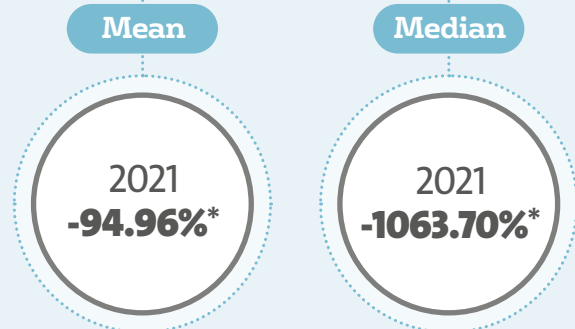


## Proportion of male and female employees at Veolia receiving bonus pay

2021



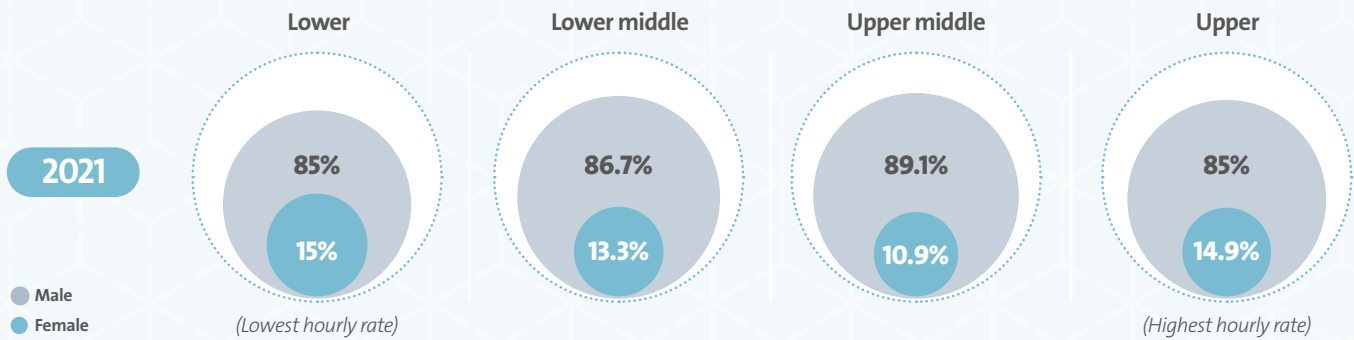
### Bonus pay gap



\*The mean and median bonus gaps are driven by the gender distribution of our workforce. A large proportion of our roles are operational and, by the nature of our business, a high percentage of those occupying these roles are male.

To recognise and reward our frontline workers who continued to work during a period of national lockdown, a frontline essential worker bonus was paid in parts of our business. This was an exceptional bonus, which has significantly impacted upon the bonuses paid to male employees for this year.

## Proportion of male and female employees at Veolia by quartile pay bands



## Gender pay gap action points

We're committed to developing, retaining and attracting more females into Veolia including front line and driver positions. This is an area of our business where a high percentage of those occupying these roles are male. To attract more females into our industry, we've launched a strong campaign focusing on encouraging more women into driver roles, and we were proud to have this featured in the media. We also launched our employer brand [See the world as we do](#) to showcase the variety of roles and opportunities available within Veolia. We've also taken steps to:

### Train Senior Leaders on unconscious bias



We trained our senior leaders on unconscious bias to help understand how bias impacts recruitment decisions and employee development. This is now being rolled out to all managers and supervisors in 2022.

### Remove gender specific job titles



We understand the importance of language and gender stereotypes, which is why in 2021 we removed all references to gender specific job titles.

### Gender decode job adverts



We provided training on gendered language and run our job adverts through a gender decoder to remove masculine wording, in order to encourage more females to apply for job vacancies.

## Our commitment to inclusion

At Veolia we're committed to inclusion each and every day and recognise that the gender pay data is only one measure in building a truly inclusive culture. In 2021 we launched an ambitious Inclusion Strategy focusing on 5 key areas:

Attraction and Selection

Awareness and Upskilling

Communications

Customers

Development

Since launching our Inclusion Strategy, we have created new tools to better facilitate our inclusion work. We recorded our [inclusion video](#) to continue to build awareness on what it means to be inclusive at Veolia and also broadened our EQUAL Committee and network of allies. In doing so, we have provided greater autonomy and clearer terms of reference to projects that are aligned to our Inclusion Strategy and celebrated over 12 diversity and inclusion events, including National Inclusion Week, International Women's Day and Pride.

“ Diversity and Inclusion is not a static idea; it continues to change, develop and evolve, as does Veolia's Inclusion Strategy. This report on our gender pay gap will help in advancing our initiatives to create a more diverse and inclusive workplace, which is essential if we are to achieve our purpose of Ecological Transformation.

Our purpose can only be fulfilled by finding innovative solutions from a diverse workforce which represents the communities we serve. Many of our teams live and work in the same environments and I was immensely proud of the hard work and determination they showed to continue serving their communities in a period of deep uncertainty and difficulty over the last two years.

We all have a part to play in protecting our planet's resources and we all need to feel empowered to be part of the sustainable change. ”

Gavin Graveson  
Senior Executive Vice-President Northern Europe Zone

