

# Gender Pay Gap Report 2023



One of the biggest issues our planet faces is climate change. Veolia understands the potential of finding innovative scalable solutions to tackle this. This drives our purpose of Ecological Transformation where our ambition is to adapt, improve and prioritise sustainable patterns of production and consumption.

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 the 2022-2023 pay period.

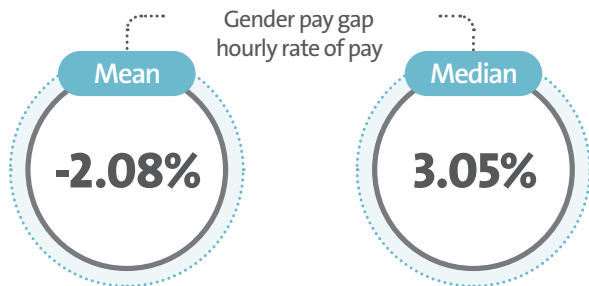
In producing this report, we have analysed the pay data of all of our employees – totalling around **13,500 people across the UK.**



## Gender pay gap highlights

### Gender pay gap – hourly rate of pay

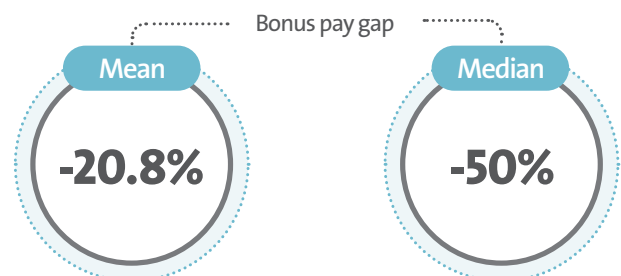
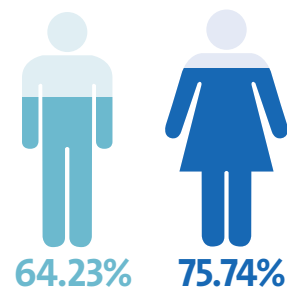
**Changes to our gender pay gap** – Our mean pay gap has increased slightly and remains in favour of women, whilst the median gap has decreased, indicating a more balanced distribution of salaries between male and female employees. The mean and median gender pay gaps remain below the national average.



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

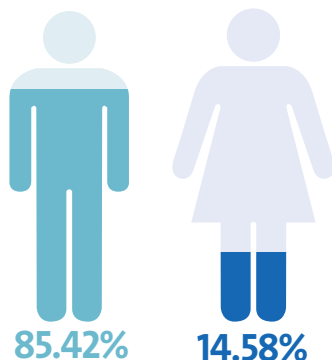
Our mean and median bonus pay gaps are negative, meaning that on average women receive higher bonuses than men. Over the last three years there has been an increase in the number of our colleagues receiving bonuses, as well as a significant reduction in the bonus gaps between male and females.

There have however been a number of short term, non recurring bonus payments over the last three years, such as a front line covid payment during the pandemic and a cost of living payment in 2023 for specific roles, that have attributed to significant changes annually in the mean and median bonus percentages.

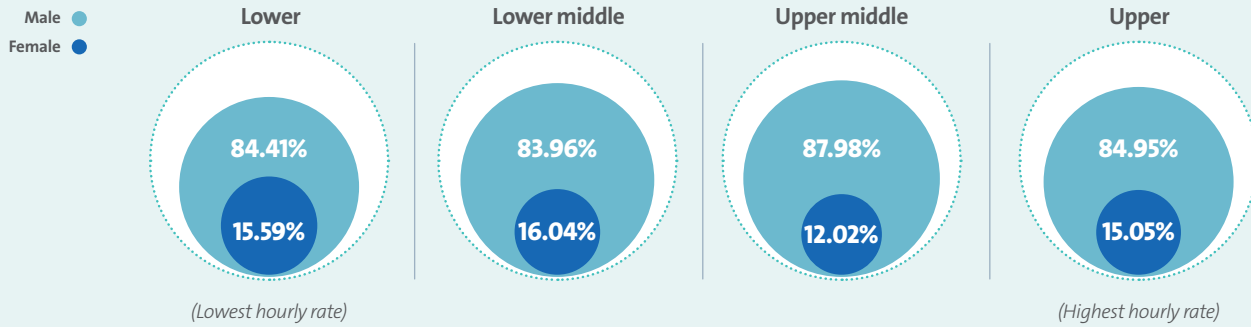


### Gender split

Due to the nature of our industry the majority of our workforce are male. We have however seen a small increase in the number of women joining the business across both operational and functional departments.



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



The pay distribution within each pay quartile is in line with the overall gender split in the organisation.

## Women at Veolia

This report reflects the efforts to promote diversity and inclusion, and provide equal opportunities for career growth and development in line with our inclusion strategy: **Five by 2025**.

In 2023 we took the time to learn more about the experiences of women across our workforce and to champion the achievements and contributions made by our colleagues throughout the year. We were also pleased to have had some of our women's achievements featured externally and in the media.

One of our aims is to increase the number of women in operational and technical roles, which has seen us:

Launch a female focused recruitment campaign in Westminster, which saw us double the number of women working on the contract.

Audit and review our Operational facilities and introduce a broader range of PPE for women.

Develop a smart working toolkit which offers a variety of flexible working solutions.

Review our family friendly policies, including introducing enhanced maternity pay for up to 26 weeks available from day 1.

Continue to hold focus groups to understand lived experiences and barriers women face in our industry.

Expand our emerging careers campaign to demonstrate the variety of roles and opportunities available within Veolia.

**Our commitment continues this year, where we will launch new initiatives including reciprocal mentoring and providing professional career development for women across our business.**

## Executive statement



**Gavin Graveson**  
Senior Executive Vice-President  
Veolia Northern Europe

The diversity of our workforce is a key indicator of our culture and the progress we are making collectively to create a fully inclusive environment for all of our colleagues and customers in line with our inclusion strategy: **Five by 2025**.

Innovation thrives in a diverse organisation and we've made good progress over the year, reducing the gender pay gap, supporting the wellbeing of our colleagues and amending family friendly policies to ensure they work for everyone. Although it's important that we track and report our performance with the data presented in this report, it's also important that we pay attention to how our colleagues feel about coming to work. We're proud that 83% of colleagues feel that inclusion is embedded into their area of the business.\*

We will continue that work into 2024 and beyond to ensure Veolia continues to be one of the best organisations to work for in the UK.\*\*

\*As per annual Ipsos engagement survey \*\*As per The Sunday Times, Best Places to Work awards 2023