



# Gender Pay Gap Report

Veolia is a leading resource management provider in the UK. We have a comprehensive range of waste, water and energy services that are designed to help our customers build the circular economy and preserve natural resources.

The law requires companies with more than 250 employees to publish its gender pay gap by 4 April 2018. Veolia is a complex organisation with over 30 UK employing entities. Although only eight of these have more than 250 employees, we value all our employees, regardless of where they are employed. It is for this reason we have decided to go beyond our legal obligations and share our findings on all our gender pay gap information.

This report sets out the combined gender pay gap information for employees of VES UK plc, Veolia Water UK Ltd, Veolia Energy UK plc, and their UK respective subsidiaries. In preparing the report, we have analysed pay and bonus data for more than 13,000 employees.

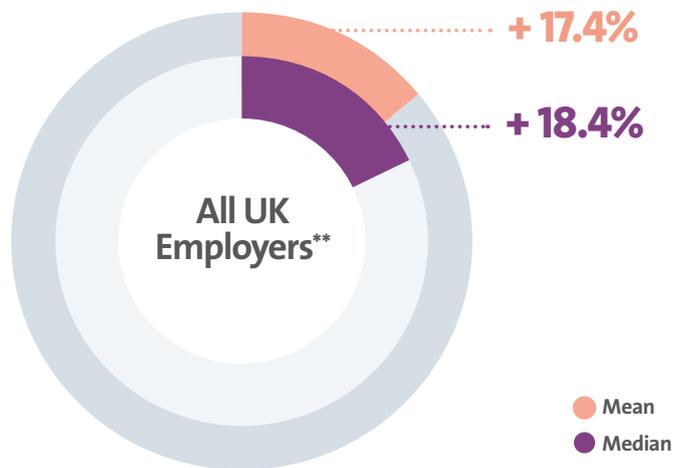
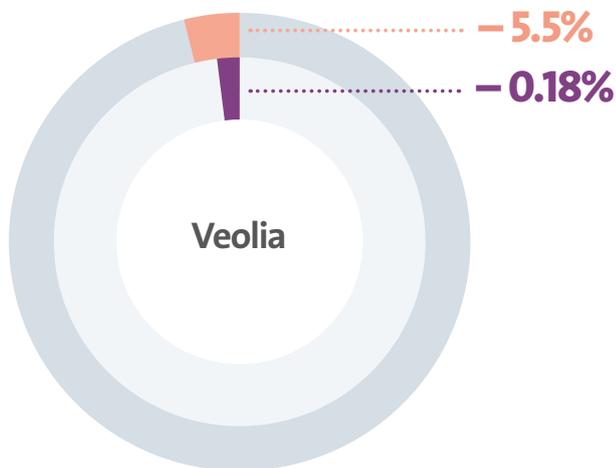


## Gender pay gap highlights

### Gender pay gap - Hourly rate of pay\*

**A negative gender pay gap** indicates that female employees are paid more on average than male employees.

**A positive gender pay gap** indicates that male employees are paid more on average than female employees.



### What is the gender pay gap?

Quite simply, it's the difference between the average hourly pay of women and men. It is not the same as equal pay, which compares a male and a female who work in the same or similar jobs, or carry out work of equal value. The gender pay gap looks at overall average pay based on gender, regardless of job role, geographic location, market forces, grade or other influences on rates of pay.

#### The median pay gap

The median rate of pay is the middle salary, when average hourly rates of pay are ordered from lowest to highest. The median gender pay gap is the difference between the middle hourly rate of pay for men and women.

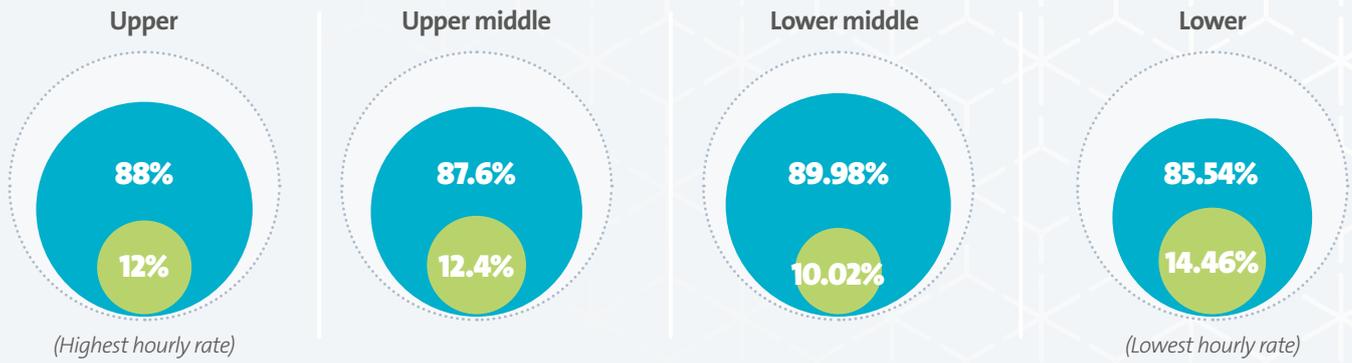
#### The mean pay gap

The mean pay gap is the difference between average hourly earnings.

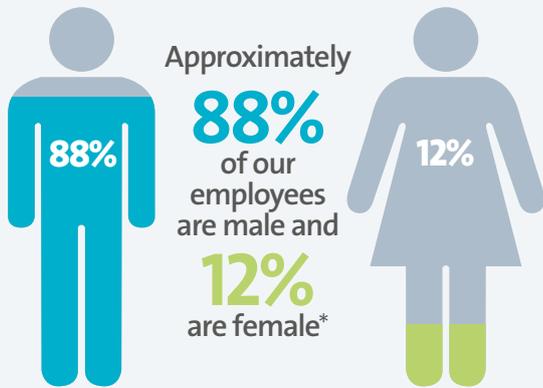
\*These figures are based on relevant pay periods ending with April 2017. \*\*For comparison purposes, we have shown figures published by the Office for National Statistics (ONS) on the gender pay gap reported in 2017 for all employees across the UK.

Proportion of male and female employees by quartile pay bands\*

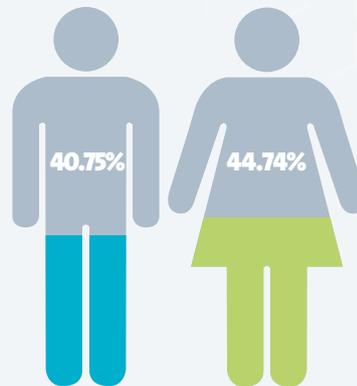
● Male  
● Female



Neither gender is over or under represented in any quartile when compared to the gender make up of our overall employee population.



Proportion of male and female employees receiving bonus pay\*



Bonus pay gap (Mean)\*



This gap is due to the gender distribution of our workforce. A high percentage are operational and by the nature of our business predominantly male.

Plans for 2018 and beyond

We are proud of our programmes to increase diversity and inclusivity and this report, which accurately depicts our gender pay gap helps to show we are heading in the right direction.

In 2017 we were recognised for our efforts in hiring more employees from diverse social backgrounds, including NEETs, ex-offenders and former military personnel by winning Veolia's Global Social Initiatives award for Social Equity and Diversity. We are also advancing our apprenticeship, female-focused leadership and STEM programmes.

My commitment is to ensure that these continue to improve the makeup of Veolia here in the UK and Ireland to ensure a successful and sustainable future for our workforce.

**Estelle Brachlianoff**  
Senior Executive Vice-President, UK and Ireland

