

Gender Pay Gap Report

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	Median Gap
Veolia ES (UK) Limited	-10.92%	-2.92%	88.28%	11.72%	88.68%	11.32%	90.62%	9.38%	83.21%	16.79%	43.37%	49.68%	-59.34%	-1064.67%
Veolia ES Hampshire Limited	24.76%	11.43%	77.01%	22.99%	77.01%	22.99%	87.36%	12.64%	95.35%	4.65%	30.72%	25.42%	39.77%	47.27%
Veolia ES Shropshire Limited	-2.57%	0.00%	95.89%	4.11%	93.15%	6.85%	91.78%	8.22%	95.89%	4.11%	34.35%	42.11%	-59.93%	-400.00%
Veolia Energy & Utility Services UK PLC	20.99%	29.33%	80.88%	19.12%	97.10%	2.90%	97.10%	2.90%	97.06%	2.94%	12.22%	31.58%	80.77%	80.45%
Veolia ES Sheffield Limited	-3.82%	-2.90%	80.65%	19.35%	98.39%	1.61%	90.32%	9.68%	85.48%	14.52%	29.64%	40.00%	-123.93%	-1421.00%
Veolia ES Merseyside & Halton Limited	-9.04%	-23.00%	92.75%	7.25%	94.29%	5.71%	90.00%	10.00%	85.51%	14.49%	31.52%	11.54%	-0.62%	6.42%
Veolia ES Southwark Limited	-9.11%	-5.01%	75.47%	24.53%	92.59%	7.41%	88.89%	11.11%	75.47%	24.53%	40.09%	14.29%	-285.40%	-1378.90%
Veolia Water Outsourcing Limited	10.81%	22.12%	75.86%	24.14%	87.93%	12.07%	89.66%	10.34%	89.83%	10.17%	90.74%	91.67%	-57.39%	-52.61%

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 [link to the narrative].



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