

Gender Pay Gap Report

2018

Veolia is the UK's leading resource management company, providing services to many local authorities, commercial and industrial businesses to help them achieve a sustainable future.

Specialising in the waste, water and energy sectors, Veolia provides a range of services including recycling, refuse collection and waste treatment to over 8 million people on behalf of public and private sector clients.

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 UK subsidiaries. In producing it, we have analysed the pay data of all of our c. 14,000 UK employees.

What is the Gender Pay Gap?

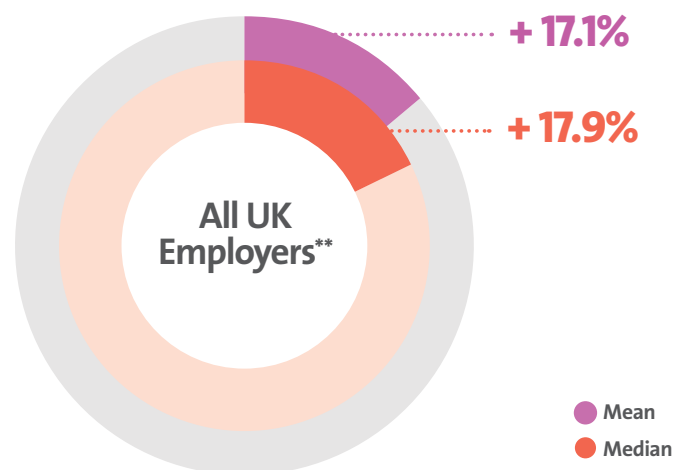
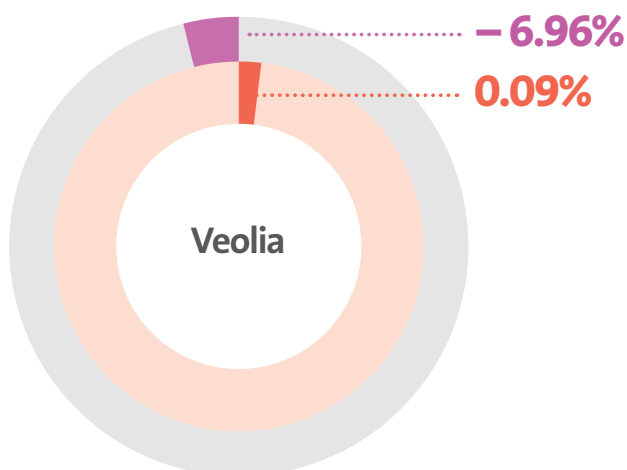
All companies with an employee headcount greater than 250 are required to publish their gender pay gap data. Put simply, this is the difference between the average hourly pay for women and men as a whole in the organisation. This is not the same as equal pay between men and women who do the same jobs 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.

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.



● Mean
● Median

Growing diversity

"We embrace employing people from diverse backgrounds and value the contribution that everyone at Veolia makes to provide an exceptional service to our customers and the public.

"To encourage diversity, we actively run programmes to hire more people from varied backgrounds - like NEETs (young people Not in Education, Employment or Training), ex-offenders and former military. This is on top of championing our apprentices, female

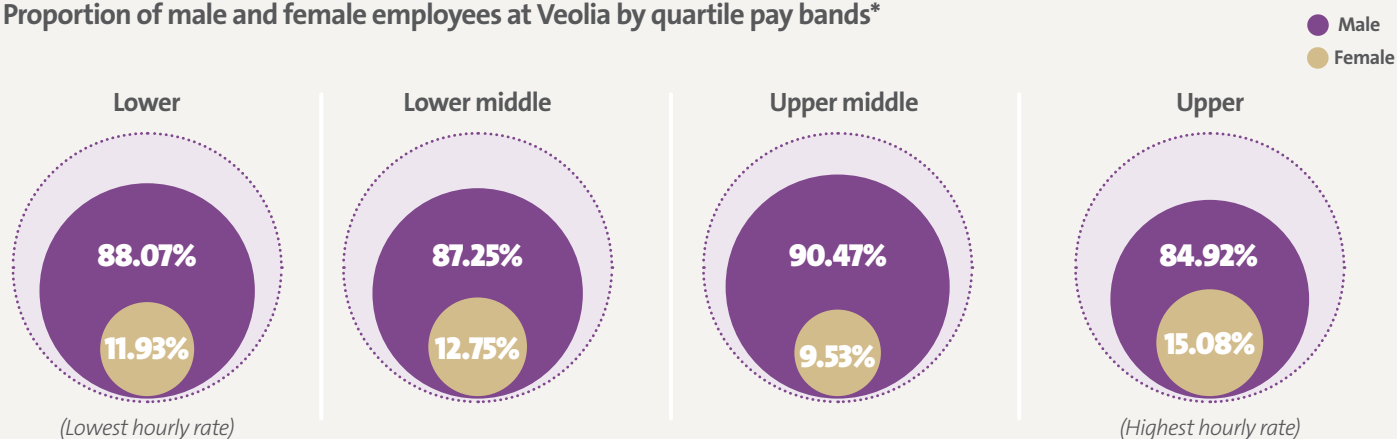
leaders and encouraging STEM (Science, Technology, Engineering, Mathematics) initiatives.

"This report, which accurately shows our gender pay gap, is an important tool to share and measure the steps that are being taken to build a more meaningful place to work. By doing so we are creating a sustainable environment for our people."

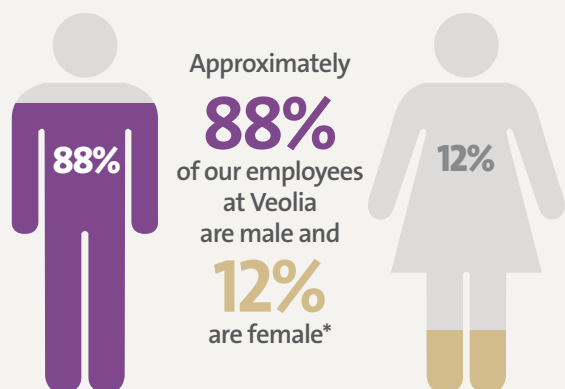
Gavin Graveson
Executive Vice-President, UK & Ireland



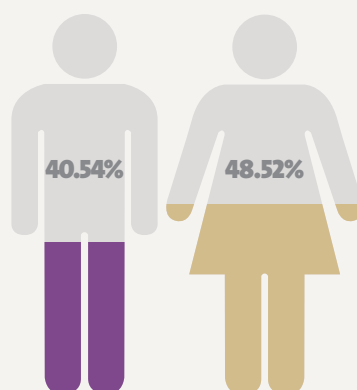
Proportion of male and female employees at Veolia by quartile pay bands*



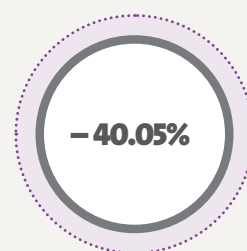
Neither gender is over or under represented in any quartile when compared to the gender make up of our overall employee population.



Proportion of male and female employees at Veolia 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.



Veolia Inclusion Strategy

We recognise the business value in developing a culture in which diversity is celebrated and inclusion is encouraged. To this end we proudly engage in many strategic activities designed to continuously improve our diversity.

Some highlights are:

- Launching our Attraction Strategy, enabling us to focus on building highly skilled and effective teams as well as delivering an excellent employee experience for all
- Ensuring that our recruitment processes are fair, inclusive and free from unconscious bias
- Steps that increase STEM and intergenerational working including graduate and apprentice programmes
- Providing inclusive leadership development including female focussed programmes
- Leading the way as a sector employer on inclusion by working with external organisations to share best practice and raise standards