

# Gender Pay Gap Report

2019/20

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 both 2019 & 2020. In producing it, we have analysed the pay data of all of our circa. 13,000 UK employees.

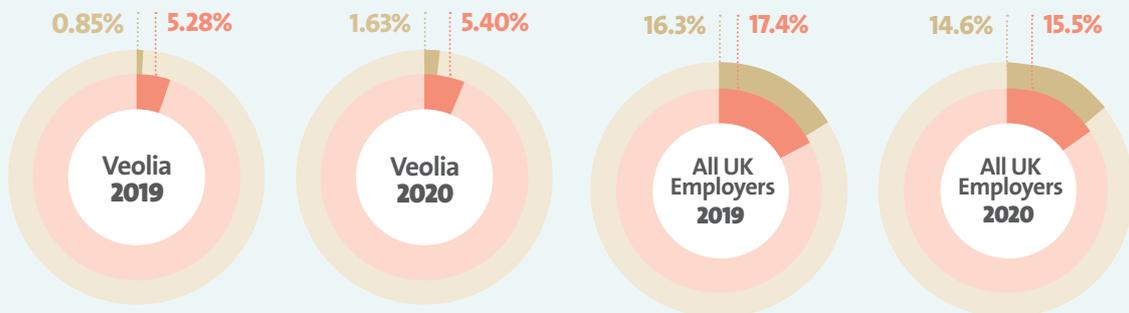
## Gender pay gap highlights

We recognise the benefits of increasing female representation across our sector and have worked hard to ensure we progress female talent. We're very proud to have seen an overall increase in the proportion of females in our workforce and remain committed to ensuring that everyone has an opportunity to thrive.

### Gender split



### Gender pay gap – hourly rate of pay

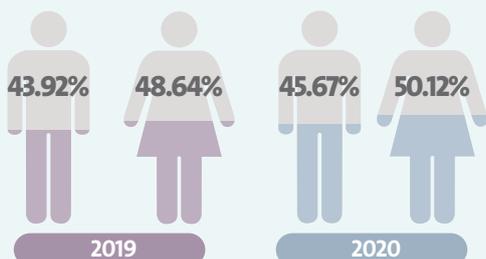


### Changes to our gender pay gap

As we enter new markets, acquire businesses, and experience contract changes our overall workforce will continue to evolve. We acknowledge we have had a slight increase in the gender pay gap since 2018 moving from a negative mean pay gap of -6.96% to a positive mean pay gap of 1.63% over this period.

Despite this movement we remain in a strong position for our sector, which employs predominantly males, and we are satisfied that the differences in the values reported are due to these changes in the make-up of our workforce, rather than being as a result of a failure to progress female talent.

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



### Bonus pay gap (Mean)

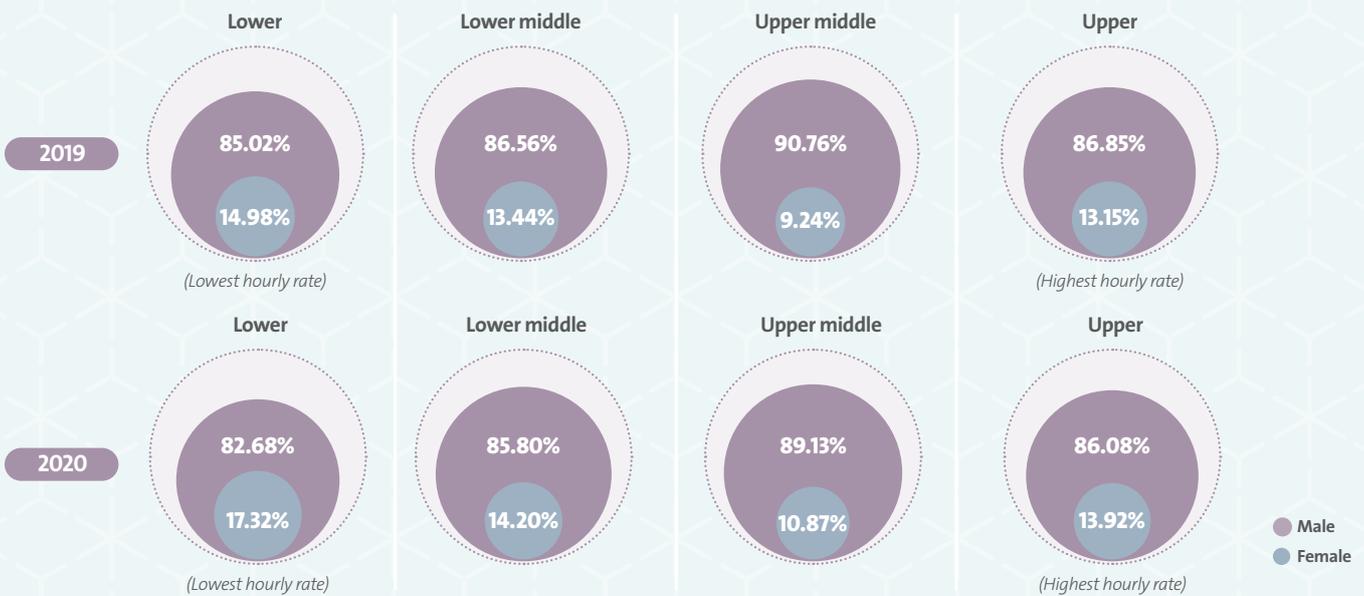


### Bonus pay gap (Median)



\*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. These operational employees often receive more frequent, lower value bonus payments, made up of many different elements such as attendance bonuses.

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



### Focusing on our people

**Veolia's mission is to be a workplace with purpose where all colleagues can grow and be safe.**

Our people are the key to our future and delivering important services for our customers and creating a more sustainable world. The different backgrounds and unique areas of expertise we all have will play a crucial part in our mission to resource the world.

## Gender pay gap action points

We're committed to building an organisation where everyone feels included, has a sense of belonging and where our people can develop their careers. In February 2021, we launched our new two-year Inclusion Strategy that focuses on 5 key priorities:

### Attraction and Selection

Recognising talent from all backgrounds and selecting and recruiting people in an inclusive way

### Awareness and Upskilling

Encouraging everyone to take responsibility and help us to be more inclusive

### Communication

Talking about inclusion openly, so we can share ideas and learn from each other

### Customers

Leading the way for inclusive ways of working throughout Veolia and in how we serve our customers

### Development

Making sure that all of our people are given chances to progress

### We are committed to:

- Reviewing our attraction, selection and career development processes to ensure we have inclusive practices
- Providing unconscious bias training to all managers and supervisors and raising awareness of the importance of inclusion & diversity regularly throughout the year
- Working with our preferred recruitment suppliers to ensure diverse candidate pools
- Continue our ongoing commitment and development of apprenticeships, female focussed leadership and STEM programmes

## Our journey so far and building our future

"Our organisation continues to grow and develop and we maintain our focus on diversity in our workforce through how we recruit, train, develop and support our people. This report, which accurately shows our gender pay gap, is an important tool to assist us in measuring the programmes we have in place to promote diversity and inclusion.

Our STEM initiatives actively encourage diversity in our people and in the communities we work within. Through these initiatives we aim to engage young people from diverse backgrounds in STEM subjects at an early age.

Diversity is a significant challenge for our sector as a whole. Our wide ranging recruitment initiatives and our community and education outreach programmes aim to increase diversity in our recruitment pipeline. We have seen important increases in pay across some of our lower paid groups and this along with our other initiatives will support future diversity across our people."

**Gavin Graveson**  
Executive Vice-President, UK & Ireland

