

## Gender Pay Gap Report 2021

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 Bonus	Median Gap Bonus
Veolia ES (UK) Limited	-8.50%	-0.80%	82.71%	17.29%	89.59%	10.41%	87.91%	12.09%	85.77%	14.23%	67.56%	57.42%	-118.21 %	-1636.73%
Veolia ES Hampshire Limited	22.04%	18.23%	96.18%	3.82%	93.13%	6.87%	74.05%	25.95%	70.23%	29.77%	19.29%	6.67%	46.02%	43.28%
Veolia ES Shropshire Limited	-1.12%	-6.99%	94.20%	5.80%	90.00%	10.00%	94.20%	5.80%	97.14%	2.86%	83.39%	58.82%	-62.20%	-56.29%
Veolia Energy & Utility Services UK PLC	28.52%	33.30%	95.95%	4.05%	90.67%	9.33%	82.43%	17.57%	49.33%	50.67%	22.45%	15.15%	21.67%	50.06%
Veolia ES Sheffield Limited	5.02%	15.84%	89.06%	10.94%	96.92%	3.08%	100.00%	0.00%	81.54%	18.46%	76.89%	48.00%	-182.50 %	-1766.46%
Veolia ES Merseyside & Halton Limited	-8.20%	-10.85%	81.16%	18.84%	94.20%	5.80%	92.75%	7.25%	95.65%	4.35%	50.96%	19.23%	-51.63%	90.48%
Veolia ES Sthwark Limited	10.82%	15.46%	84.75%	15.25%	96.61%	3.39%	81.36%	18.64%	76.27%	23.73%	89.27%	69.05%	-143.92 %	0.00%
Veolia Water Outsourcing Limited	13.83%	19.06%	89.06%	10.94%	89.23%	10.77%	92.19%	7.81%	69.23%	30.77%	93.83%	100.00%	-30.01%	-102.62 %

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.



Gavin Graveson  
Executive Vice-President UK & Ireland