

GENDER PAY GAP REPORT 2024

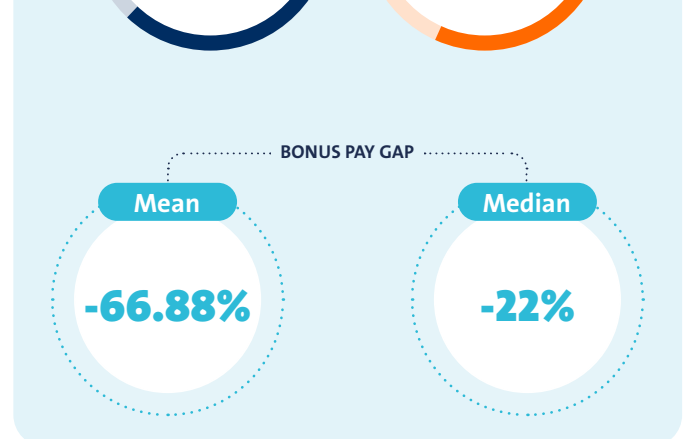
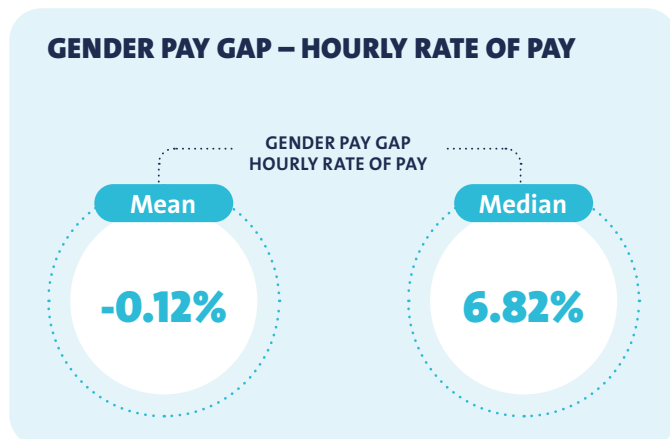
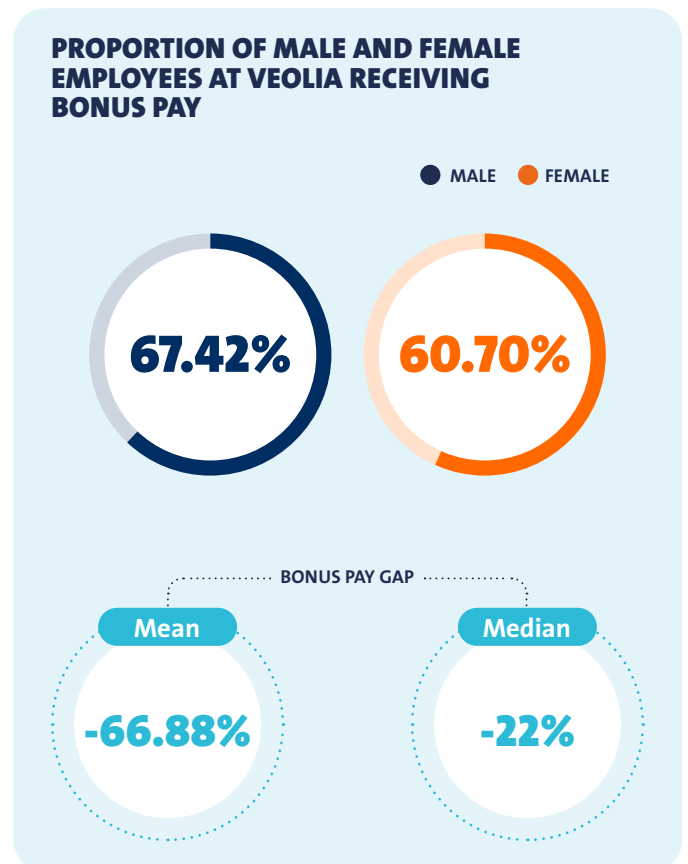
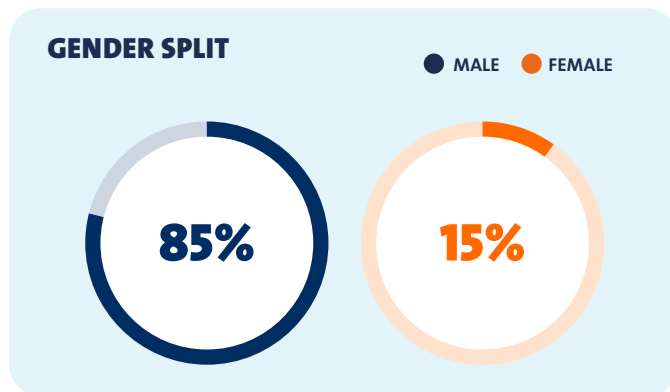
Veolia is the UK's leading resource management company with a clear purpose; to enable ecological transformation. This commitment is underpinned by GreenUp, Veolia's four-year business strategy. This strategic programme aims to accelerate the solutions we provide to help customers decarbonise, depollute and regenerate resources across a range of waste, water and energy services.

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 the 2023-2024 pay period.

In producing this report, we have analysed the pay data of all of our employees – totalling around 14,000 people across the UK.

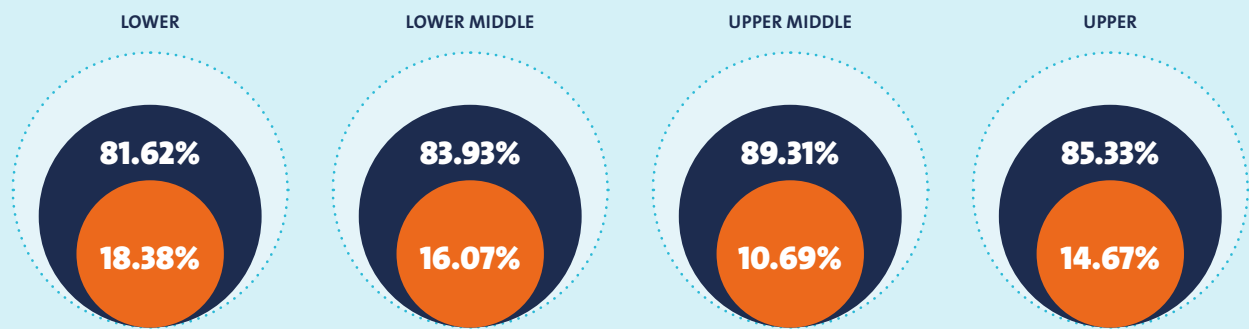


Gender pay gap highlights



PROPORTION OF MALE AND FEMALE EMPLOYEES AT VEOLIA BY QUARTILE PAY BANDS

● MALE
● FEMALE



Changes to our gender pay gap

The mean and median gender pay gaps continue to remain low and below national average, indicating a more balanced distribution of salaries between male and female employees in Veolia. This year our mean gender pay gap is almost zero.

The distribution of pay within each pay quartile is in line with the overall gender split in the organisation. Such parity in pay distribution demonstrates a positive aspect of Veolia's commitment to fair compensation practices, ensuring equitable pay across all parts of the business.

Our mean and median bonus pay gaps are negative, as in previous years, meaning that on average women receive higher bonuses than men. We are pleased that the bonus gaps have significantly reduced over the last three years. This reflects a conscious effort to address any existing biases and ensure that both men and women are rewarded fairly for their contributions.

Veolia's results demonstrate the efforts to promote diversity and inclusion and provide equal opportunities for career growth and development. These factors contribute to fostering an environment that values and supports employees, regardless of their gender.



Women at Veolia

Veolia Cares

Veolia Cares provides a comprehensive package of employee benefits, including enhanced maternity and adoption pay available from day 1, bereavement benefits, support for caregivers and a day for volunteering.

Wellbeing at all life stages

From wellbeing site visits that provide our people with health assessments to creating resources and guidance that help raise awareness of women's health concerns such as peri / menopause and manager advice on how to best support our people.

Reciprocal mentoring

In 2024, a reciprocal mentoring program was introduced to support women's career advancement. The program pairs 'support mentors' with 'lived experience mentors' in a mutually beneficial relationship. Senior mentors gain valuable insights into different perspectives. Meanwhile, lived experience mentors receive career guidance, develop new skills, and gain confidence in their roles, enabling them to navigate their career paths more effectively.

Bringing our values to life

In 2024, teams demonstrated **Community Spirit** during Breast Cancer Awareness month, with sites enthusiastically participating in Wear It Pink Day. Employees donned pink to raise awareness of the importance of women's health and raising vital funds.

As we look to 2025 and beyond, we will:

- Continue to grow the reciprocal mentoring programme into 2025
- Launch resources that showcase the crucial role women play in driving innovation, leadership and impact across our organisation
- Deliver the last year of our current inclusion strategy, Five by 2025
- Expand our emerging careers offering to demonstrate the variety of roles and opportunities available to women within Veolia



Executive Statement



Gavin Graveson
Chief Executive Officer, UK&I
Senior Executive Vice-President,
Northern Europe

As we enter the final year of our inclusion strategy: Five by 2025, I am proud of the progress we are making to ensure an inclusive and engaging work environment for all of our people at Veolia. We will continue our approach of listening to our people, providing space for feedback and building on the successes we have already achieved.

The mean gender pay gap is almost zero, which is a testament to the fact that we have a fair and transparent reward strategy.

We are also committed to providing all our teams with equal access to training and development opportunities so everyone can progress their careers with us.