

Gender Pay Gap Report 2019

Renewi UK Services Limited

Assessing Renewi's UK gender pay gap

The UK Government requires UK businesses with more than 250 employees to publish their Gender Pay Gap Reporting (GPR) statistics. The method for calculating this information has been outlined in detail by the UK Government and the results from every organisation are published on the UK Government Gender Pay Gap services website. When calculating the difference in average earnings, Renewi UK Services Limited's gender pay gap takes into account all jobs, at all levels and all salaries within the organisation.

Reporting Renewi UK Services Limited's gender pay gap

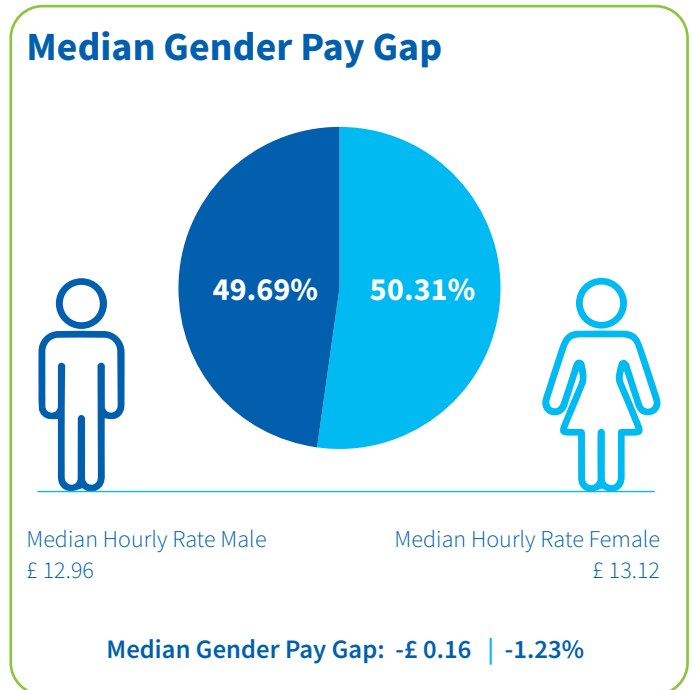
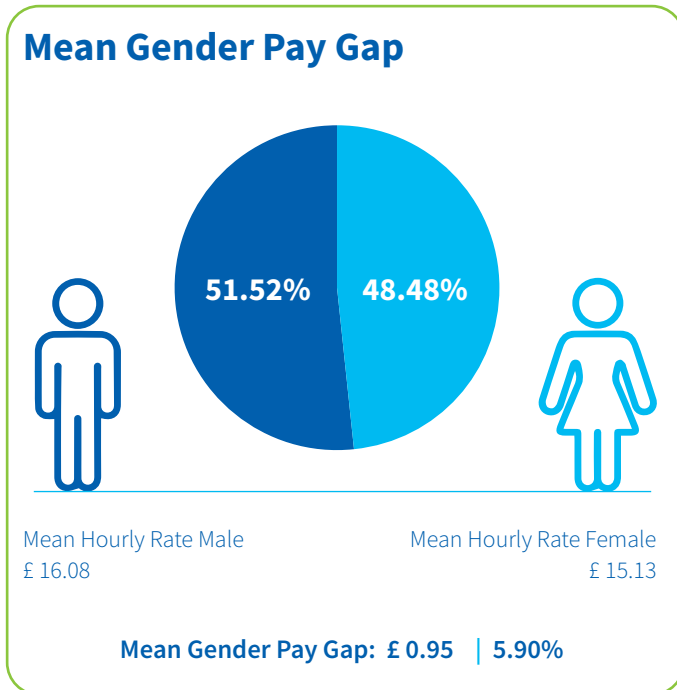
The UK Government GPR regulations have four key requirements:

- (1) Reporting the differences in mean and median pay between men and women calculated on the basis of equivalent hourly pay rates;
- (2) Reporting the distribution of men and women between pay band quartiles, calculated using the range of hourly pay rates;

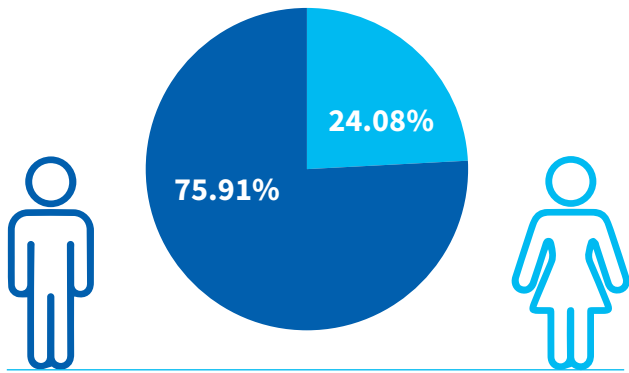
- (3) Reporting the differences in mean and median bonus pay between men and women; and
- (4) Reporting the proportion of men and women receiving bonus pay in a year.

Our results as at 5 April 2019 are shown below.

Stats



Mean Bonus Gap

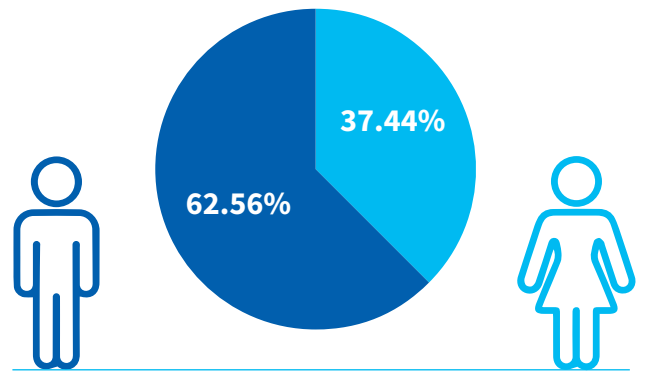


Mean Bonus Rate Male
£ 9,599

Mean Bonus Rate Female
£ 3,046

Mean Bonus Gap: £ 6,553 | 68.55%

Median Bonus Gap

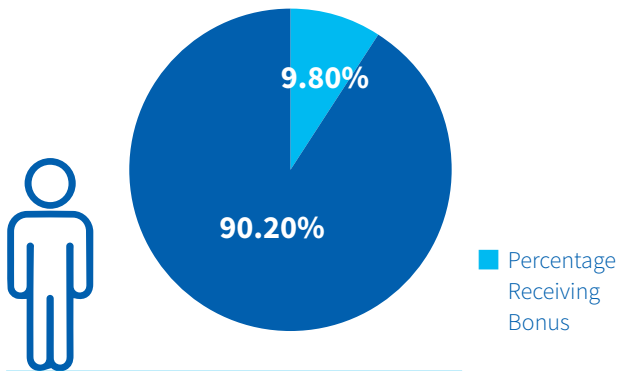


Median Bonus Rate Male
£ 5,267

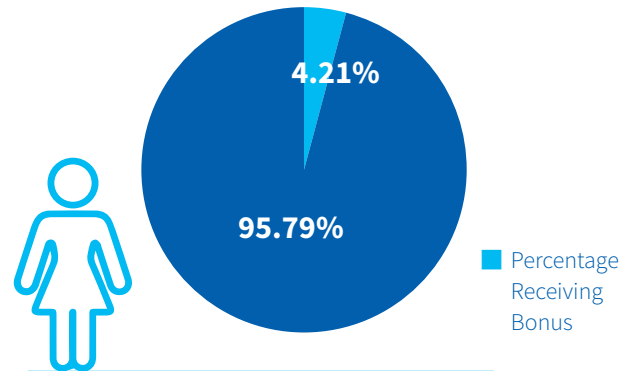
Median Bonus Rate Female
£ 3,152

Median Bonus Gap: £ 2,115 | 40.16%

Proportion of Staff Receiving Bonus



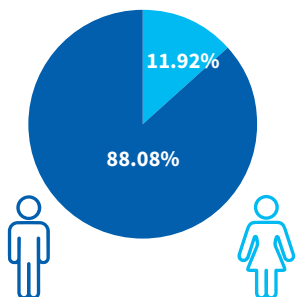
Total Male Employees: 510
Received Bonus: 50



Total Female Employees: 95
Received Bonus: 4

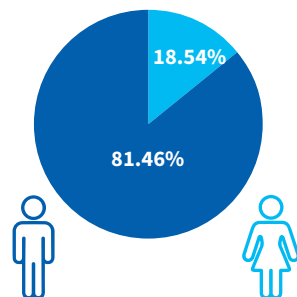
Quartile Bandings

Lower Quartile



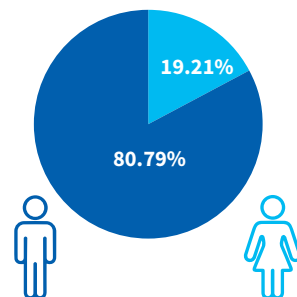
Total Employees: 151
Total Male Employees: 133
Total Female Employees: 18

Lower Middle Quartile



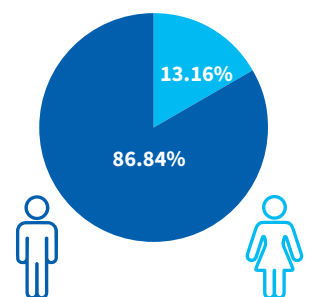
Total Employees: 151
Total Male Employees: 123
Total Female Employees: 28

Upper Middle Quartile



Total Employees: 151
Total Male Employees: 122
Total Female Employees: 29

Upper Quartile



Total Employees: 152
Total Male Employees: 132
Total Female Employees: 20

Interpreting the data

As with our 2017 and 2018 GPGR, the data suggests that although our total female population employed (16% of total workforce) is significantly lower than our total male population (84% of total workforce), the difference within the mean pay gap category is small. We are fully confident that men and women are paid equally for doing equivalent jobs across our business.

Conversely however, there are significant variances when analysing both mean and median bonus gap categories, 68.55% and 40.16% respectively. Again, and as with our 2017 and 2018 GPGR, this is solely

down to the lack of females in senior leadership roles within Renewi as bonuses are paid as a proportion of salary. In October 2019 we appointed a female SHEQ Director and so expect to see this gap narrow in 2020.

Taking action: encouraging women into the company

The below table is provided by Energy and Utility Skills and shows that there has been an increase in the number of women employed in the waste management sector compared to the previous year.

Waste Sector Operations Type	% of Men Employed	Change from 2018	% of Woman Employed	Change from 2018
Collection of non-hazardous waste	92.4%	-2.9%	7.6%	2.9%
Collection of hazardous waste	100%	19.9%	0.0%	-19.9%
Treatment & disposal of non-hazardous waste	84.3%	-5.2%	15.7%	5.2%
Treatment & disposal of hazardous waste	67.7%	-18.7%	32.3%	18.7%
Dismantling of wrecks	100.0%	0.0%	0.0%	0.0%
Recovery of sorted materials	83.9%	6.7%	16.1%	-6.7%
Remediation & other waste management services	69.4%	1.3%	30.6%	-1.3%

Average Employment Population	2019	2018
Average Male Population Employed in Waste Management	85.4%	85.23%
Average Female Population Employed in Waste Management	14.6%	14.77%

Whilst this small increase is positive, these findings continue to emphasise that we continue to face structural and cultural challenges within our sector. We will however continue with our efforts in attracting women to Renewi UK Services Limited at all levels. I confirm that the information contained within this statement is accurate.



James Priestley
Director
Renewi UK Services Limited
Date: 25 November 2019