

Gender Pay Gap Report 2022
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 (GPGR) 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 considers all jobs, at all levels and all salaries within the organisation.

Reporting Renewi UK Services Limited's gender pay gap

The UK Government GPGR 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 2022 are shown below.

Mean Gender Pay Gap

	2021	2022
Mean Hourly rate Male	£16.14	£17.60
Mean Hourly rate Female	£16.30	£17.10
Mean Gender Pay Gap	-£0.16 -1.01%	£0.50 2.84%

Median Gender Pay Gap

	2021	2022
Median Hourly Rate Male	£13.26	£14.77
Median Hourly Rate Female	£13.71	£13.17
Median Gender Pay Gap	-£0.45 -3.39%	£1.6 10.83%

Mean Bonus Gap

	2021	2022
Mean Bonus Rate Male	£15,788.78	£12,066.85
Mean Bonus Rate Female	£6,877.91	£6,109.86
Mean Bonus Gap	£8,910.88 56.44%	£6,046.91 50.11%

Median Bonus Gap

	2021	2022
Median Bonus Rate Male	£9,222.10	£9,729.72
Median Bonus Rate Female	£5,984.84	£6,104.16
Median Bonus Gap	£3,237.26 35.10%	£3,625.66 37.26%

Proportion of Staff Receiving a Bonus

	2021	2022
% Male employees receiving a bonus	8.68%	4.31%
% Male employees not receiving a bonus	91.32	95.69%
Total Male Employees	461	464
Received Bonus	40	20
% Female employees receiving a bonus	6.38%	5.94%
% Female employees not receiving a bonus	93.62%	94.06%
Total Female Employees	94	101
Received Bonus	6	6

Quartile Bandings

Lower Quartile

	2021	2022
Total employees	138	141
Total Male Employees	119	118
Total Female Employees	19	23
% Male Employees	86.23%	83.69%
% Female Employees	13.67%	16.31%

Lower Middle Quartile

	2021	2022
Total employees	139	141
Total Male Employees	114	116
Total Female Employees	25	25
% Male Employees	82%	82.27%
% Female Employees	18%	17.73%

Upper Middle Quartile

	2021	2022
Total employees	139	142
Total Male Employees	115	116
Total Female Employees	24	26
% Male Employees	82.73%	81.69%
% Female Employees	17.27%	18.31%

Upper Quartile

	2021	2022
Total employees	139	142
Total Male Employees	113	114
Total Female Employees	26	28
% Male Employees	81.29%	80.28%
% Female Employees	18.71%	19.72%

Interpreting the Data

The Covid pandemic had a dramatic effect on the UK labour market. Two years after the first lockdown, in January-March 2022, job vacancies were at record highs which has made recruitment difficult.

Since our 2021 GPGR, our female population employed has increased from 13.83% (of total workforce) to 18.02%. Although the mean Gender Pay Gap has reversed from last year and is now in favour of male employees, we remain committed to ensuring men and women are paid equally for doing equivalent jobs and we are confident this is the case.

Our data shows the mean bonus gap of 50.11% has reduced from 56.44% in 2021 while the median bonus gap of 37.26% has increased from 35.10% in 2021. The proportion of our female workforce now in receipt of a bonus has reduced slightly to 5.94% in 2022, down from 6.38% in 2021. The percentage of male employees receiving a bonus has declined further, at 4.31% in 2022, compared to 8.68% in 2021. This is as a result of a changes to the bonus system that took place in 2021.

In other words, there are more men in receipt of a bonus than women, attributable to the fact that we have a higher number of males on our leadership team, in roles which attract the highest levels of bonus payment. However, the total percentage of females across the business now in receipt of a bonus is 5.94%, 1.63% higher than our male population at 4.31%.

We are proactively seeking to attract more women to Renewi UK Services Limited at all levels of the business, and we are working to build the brand and increase market visibility. We celebrate Diversity and Inclusion across the company and our talent acquisition team are targeting female candidates while highlighting the excellent and rewarding roles we offer, along with clear career progression pathways. We also recognise we still face considerable challenges in recruiting females into the Waste Management and Recycling industry.

Our aim as an equal opportunities employer is for gender equality on the subject of reward through promoting fair and market competitive compensation packages alongside family friendly policies such as hybrid working and enhanced maternity pay.

I confirm that the information contained within this statement is accurate.

James Priestley

A handwritten signature in black ink, appearing to read 'J. Priestley', with a long horizontal flourish extending to the right.

Director Renewi UK Services Limited

31 March 2023