

Gender Pay Gap Report 2018

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 takes into account all jobs, at all levels and all salaries within the organisation.

Reporting Renewi UK Services Limited's gender pay gap

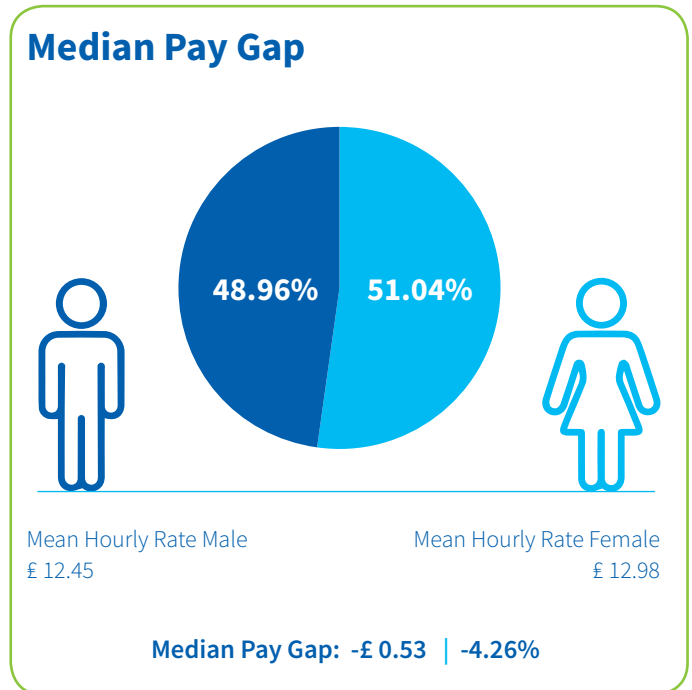
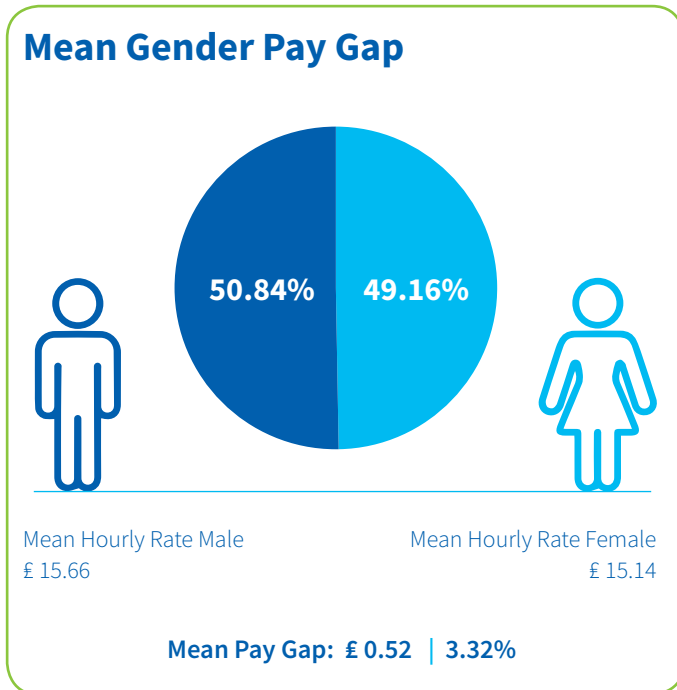
The UK Government GPGR regulations have four key requirements:

- (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;

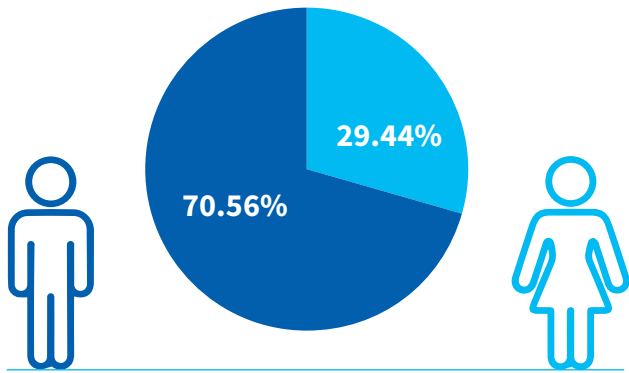
- (3) Reporting the differences in mean and median bonus pay between men and women; and
- (4) Reporting the proportion of men and women receiving bonus pay in a year.

Our results as at 5 April 2018 are shown below.

Stats



Mean Bonus Gap

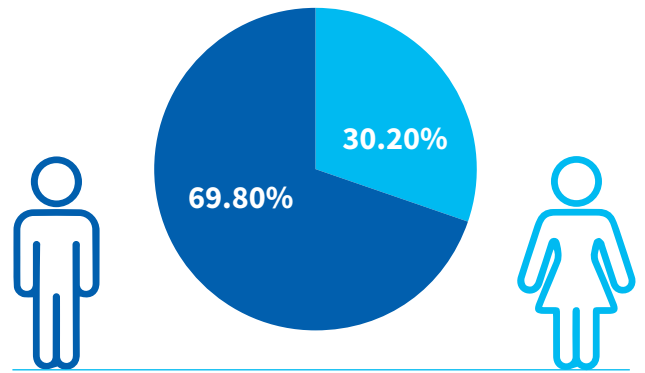


Mean Hourly Rate Male
£ 6,287.98

Mean Hourly Rate Female
£ 2,623.57

Mean Bonus Gap: £ 3,664.41 | 58.28%

Median Bonus Gap

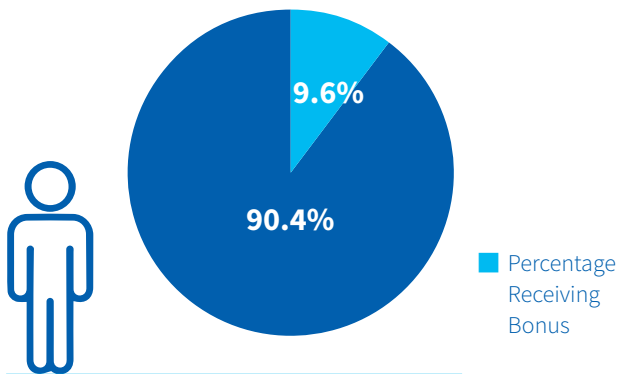


Mean Hourly Rate Male
£ 4,757.34

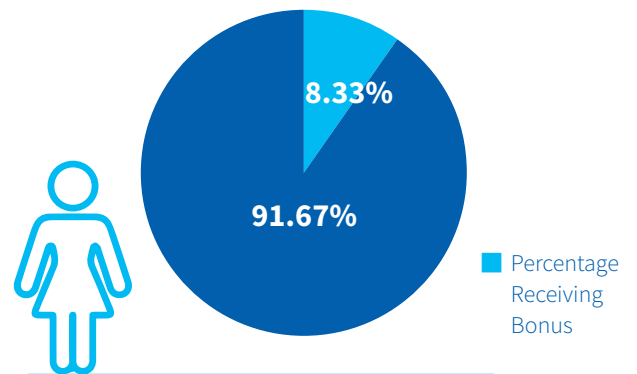
Mean Hourly Rate Female
£ 2,058.50

Median Bonus Gap: £ 2,698.84 | 56.73%

Proportion of Staff Receiving Bonus



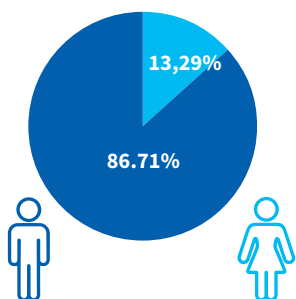
Total Male Employees: 535
Received Bonus: 49



Total Female Employees: 97
Received Bonus: 8

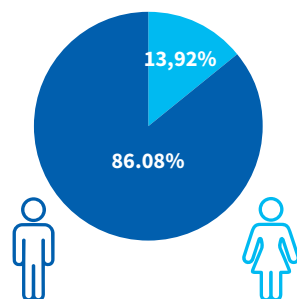
Quartile Bandings

Lower Quartile



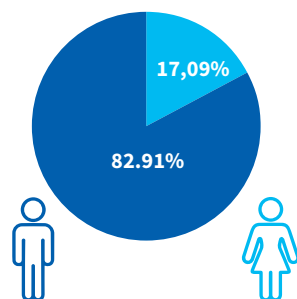
Total Employees: 158
Total Male Employees: 137
Total Female Employees: 21

Lower Middle Quartile



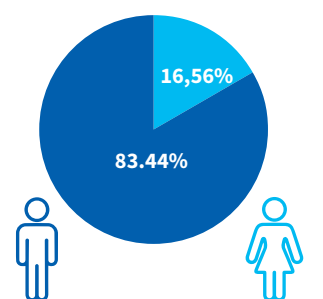
Total Employees: 158
Total Male Employees: 136
Total Female Employees: 22

Upper Middle Quartile



Total Employees: 158
Total Male Employees: 131
Total Female Employees: 27

Upper Quartile



Total Employees: 157
Total Male Employees: 131
Total Female Employees: 26

Interpreting the data

As with our 2017 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 negligible. We are fully confident that men and women are paid equally for doing equivalent jobs across our business.

Conversely however, although the percentage of males and females receiving bonuses as a proportion of their total populations are almost identical, there are significant variances when analysing both mean and median bonus gap categories, 58.28% and 56.73% respectively. Again, as with our 2017 GPGR, this is solely down to the lack of females in senior leadership roles within Renewi UK Services Limited as bonuses are paid as a proportion

of salary. Though we are committed to addressing this imbalance through positive discrimination in the future recruitment of senior leadership roles, since our last GPGR in 2017, we have had no turnover in our senior leadership roles.

Taking action: encouraging women into the company

In our 2017 GPGR, we highlighted that the number of women employed by Renewi UK Services Limited is low, however, this is not uncommon in our sector and continues to be the case. The below table is provided by Energy and Utility Skills (figures published August 2018) and shows that there has been a decline in the amount of women employed in the waste management sector compared to the previous year.

Waste Sector Operations Type	% of Men Employed	Change from 2017	% of Woman Employed	Change from 2017
Collection of non-hazardous waste	95.30%	4.20%	4.70%	-4.20%
Collection of hazardous waste	80.10%	11.70%	19.90%	-11.70%
Treatment & disposal of non-hazardous waste	89.50%	5.20%	10.50%	-5.20%
Treatment & disposal of hazardous waste	86.40%	18.10%	13.60%	-18.10%
Dismantling of wrecks	100.00%	0.00%	0.00%	0.00%
Recovery of sorted materials	77.20%	-2.60%	22.80%	2.60%
Remediation & other waste management services	68.10%	-10.50%	31.90%	10.50%

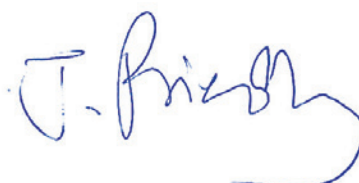
Average Employment Population	2017	2018
Average Male Population Employed in Waste Management	81.50%	85.23%
Average Female Population Employed in Waste Management	18.50%	14.77%

These findings emphasise that we continue to face structural and cultural challenges within our sector. We will however increase our efforts in attracting women to Renewi UK Services Limited at all levels and in 2019 plan to engage with STEM, who are the largest provider of education and careers support in science, technology, engineering and mathematics within the UK. STEM works with schools, colleges and others working with young people across the UK and can provide support in raising the awareness of career opportunities within the Waste Management Sector.

Taking action: helping women progress UP

As well as introducing our Leadership Development Program and e-Learning portal at the beginning of 2018, as we committed to do in our previous GPGR, we have appointed a Learning and Development Manager, a newly created role. As well as continuing to support the Leadership Development Program and e-Learning portal, our Learning and Development Manager will develop innovative ways to improve the progression pathways for women within Renewi UK Services Limited.

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



James Priestley
 Director
 Renewi UK Services Limited
 Date: 14 August 2018