

# Gender Pay Gap Report 2017

## Renewi UK Services Limited

### Assessing Renewi UK Services Limited gender pay gap

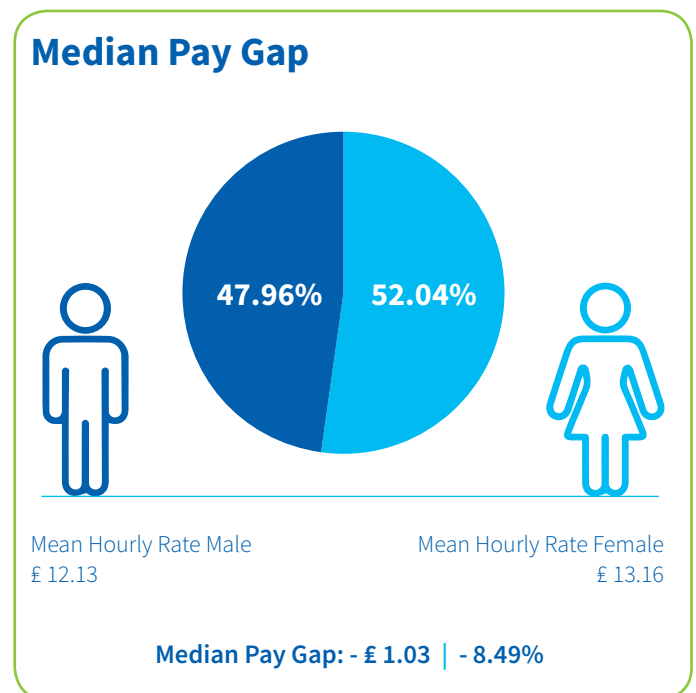
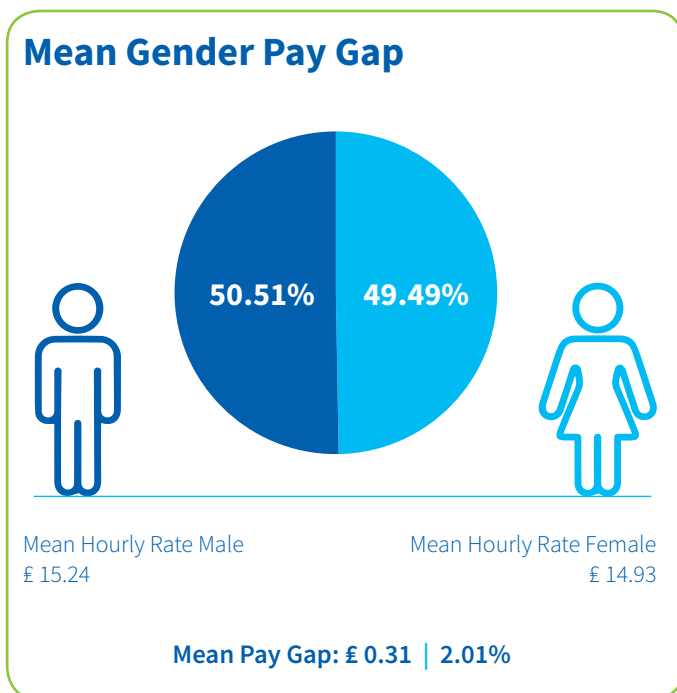
The UK Government has confirmed its regulations for Gender Pay Gap Reporting (GPR) for UK companies. It requires UK businesses with more than 250 employees to publish their GPR statistics as at 5 April 2017 within one year of this date, and then on an annual basis. The method for calculating this information has been outlined in detail by the UK Government and the results from every organisation will be published on a UK Government website. When calculating the differences in average earnings, Renewi UK Services Limited gender pay gap takes into account all jobs, at all levels and all salaries within the organisation.

### Reporting Renewi UK Services Limited gender pay gap

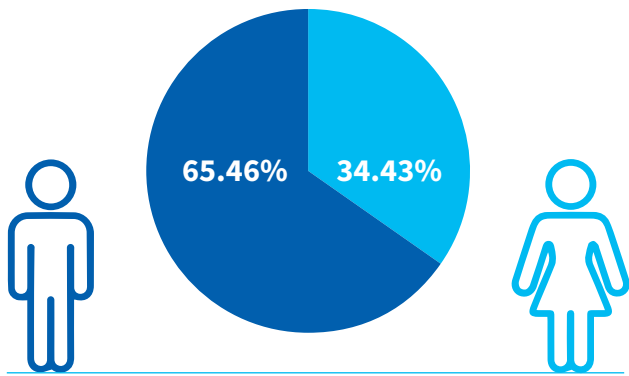
The UK Government GPR regulations have four key requirements:

- (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.

All organisations with 250 or more employees are required to publish these statistics. As Renewi UK Services Limited falls into this category, we are required and pleased to publish our gender pay gap data, the results of which are published below.



## Mean Bonus Gap

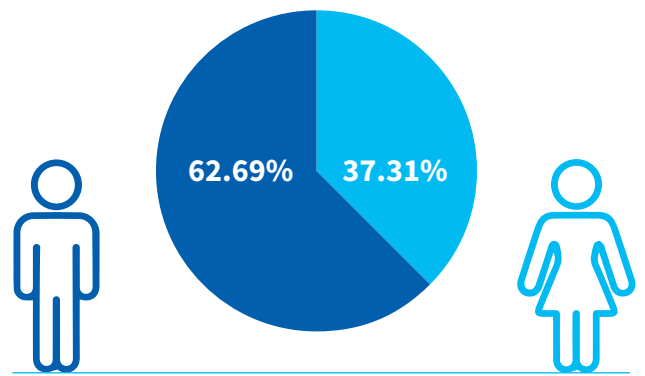


Mean Hourly Rate Male  
£ 6,755.33

Mean Hourly Rate Female  
£ 3,564.72

**Mean Bonus Gap: £ 3,190.61 | 47.23%**

## Median Bonus Gap

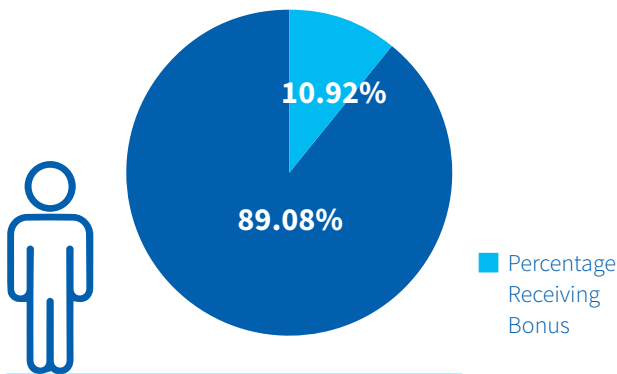


Mean Hourly Rate Male  
£ 4,862.41

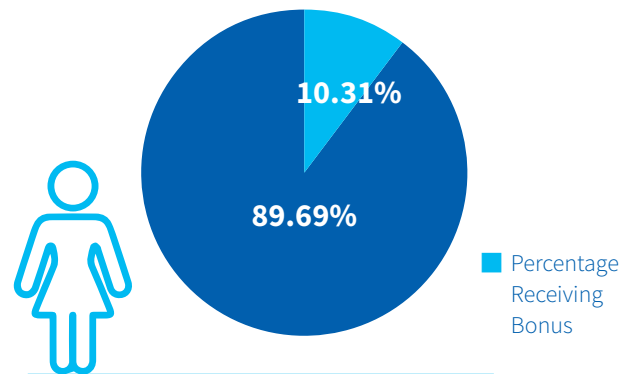
Mean Hourly Rate Female  
£ 2,893.86

**Median Bonus Gap: £ 1,968.55 | 40.49%**

## Proportion of Staff Receiving Bonus



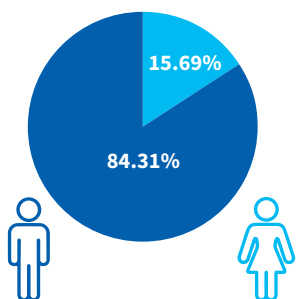
Total Male Employees: 513  
Received Bonus: 56



Total Female Employees: 97  
Received Bonus: 10

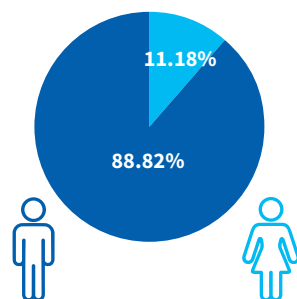
## Quartile Bandings

### Lower Quartile



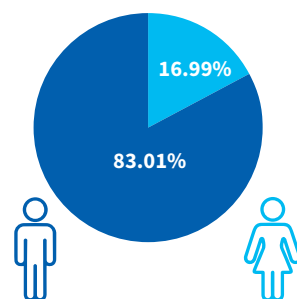
Total Employees: 153  
Total Male Employees: 129  
Total Female Employees: 24

### Lower Middle Quartile



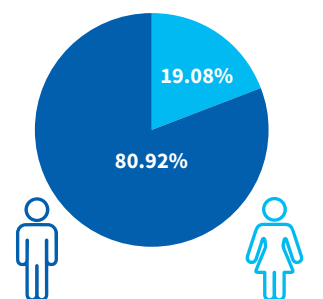
Total Employees: 152  
Total Male Employees: 135  
Total Female Employees: 17

### Upper Middle Quartile



Total Employees: 153  
Total Male Employees: 127  
Total Female Employees: 26

### Upper Quartile



Total Employees: 152  
Total Male Employees: 123  
Total Female Employees: 29

## Interpreting the data

The data suggests that although our total female population employed is significantly lower than our total male population (82%), 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 variances when analysing both mean and median bonus gap categories, 47.2% and 40.5% respectively. As explained above, it is recognised that the number of women employed by Renewi is relatively low. However, this is not uncommon in our sector and indeed means that attracting women into senior roles can be challenging. As bonuses are calculated as a proportion

of salary, the lack of women employed in senior leadership roles (which attract higher salaries) has a significant effect on the mean and median bonus gap calculations. Nevertheless, Renewi continues to be committed to attracting and employing women into senior leadership roles as outlined below.

### Taking action: encouraging women into the company

It is recognised that the number of women employed by Renewi UK Services Limited is low, however this is not an uncommon phenomenon in our sector. The below table is provided by Energy and Utility Skills (figures published October 2017). With such structural and cultural challenges within our sector in the UK, there is some work to do to attract women into our industry and across all levels within the organisation, both operationally and functionally.

Waste Sector Operations Type	Male	Female
Collection of non-hazardous waste	91.10 %	8.90 %
Collection of hazardous waste	68.40 %	31.60 %
Treatment & disposal of non-hazardous waste	84.30 %	15.70 %
Treatment & disposal of hazardous waste	68.30 %	31.70 %
Dismantling of wrecks	100.00 %	0.00 %
Recovery of sorted materials	79.80 %	20.20 %
Remediation & other waste management services	78.60 %	21.40 %

Renewi UK Services Limited remains committed to looking at ways to attract more women into employment and places inclusivity firmly at the heart of its recruitment and in 2018 will offer inclusive recruitment training for all hiring managers and continue to focus on diversity. Further progress will also mean the development of KPI's. In the past 12 months we have successfully recruited women into an operational supervisory role at our East London site and a Maintenance Engineer at our Wakefield site where these roles have traditionally attracted male applicants only.



### Taking action: helping women progress UP

It is Renewi's responsibility to continue to create an environment where all employees reach their full potential. As part of our continuous improvement culture, we will see the launch an internal Leadership Development programme in March 2018, supported by a new e-learning platform, to enhance our people development initiatives and improve the capability of our teams and individuals. The programme is designed to improve the personal development of current leaders and prepare high potential employees for the future, ensuring we have a pipeline of talent to fulfil our succession planning activities. It is envisaged that as well as improving the leadership capabilities of women within Renewi, and encouraging them to be considered for internal progression, it will in turn make Renewi a more attractive employer as we seek to publicise the programme as part of our employer proposition.

Renewi will not stop there however, we will continue to strive to increase the number of women employed by Renewi UK Services Limited and just as importantly, are appointed in senior positions.

James Priestley  
 Managing Director  
 Renewi UK Services Limited  
 1 March 2018