

Gender Pay Gap Report 2021

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.

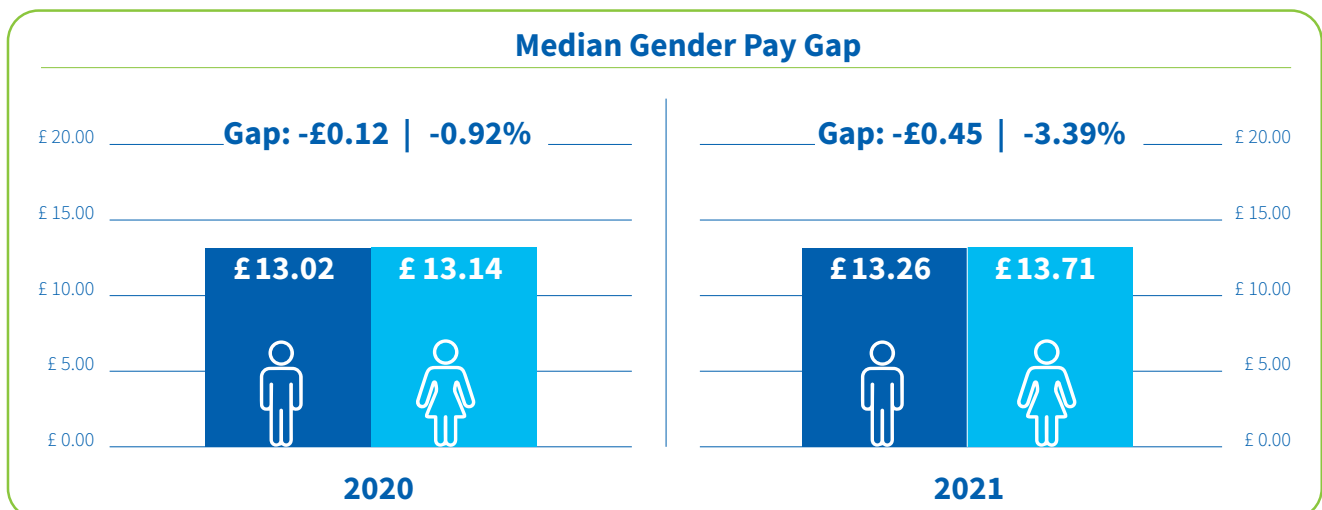
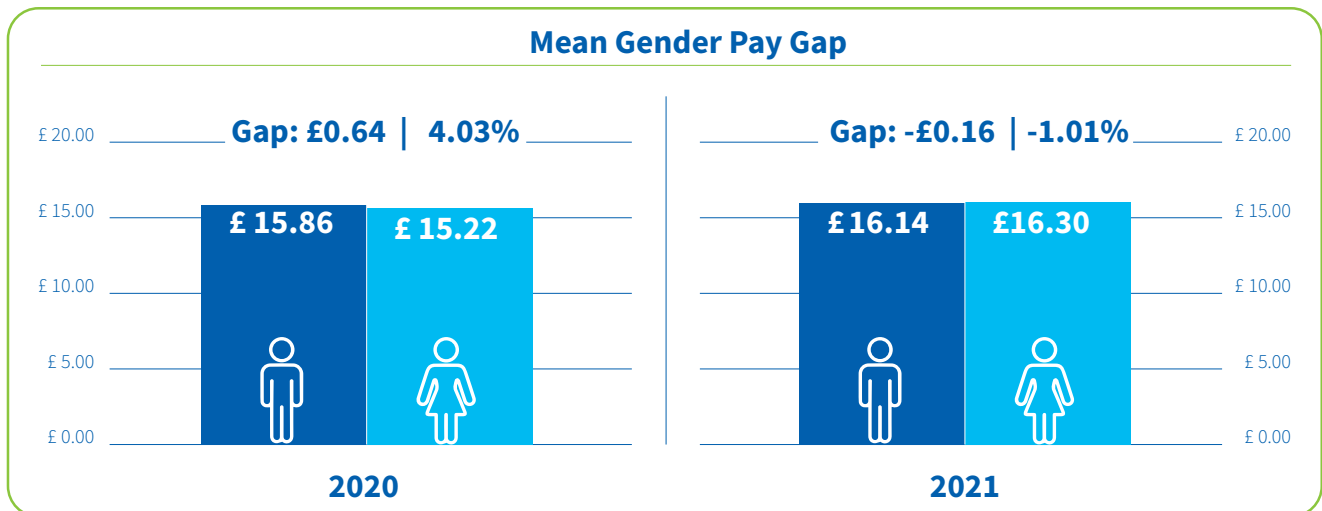
Reporting Renewi UK Services Limited's gender pay gap

The UK Government GPGR regulations have four key requirements:

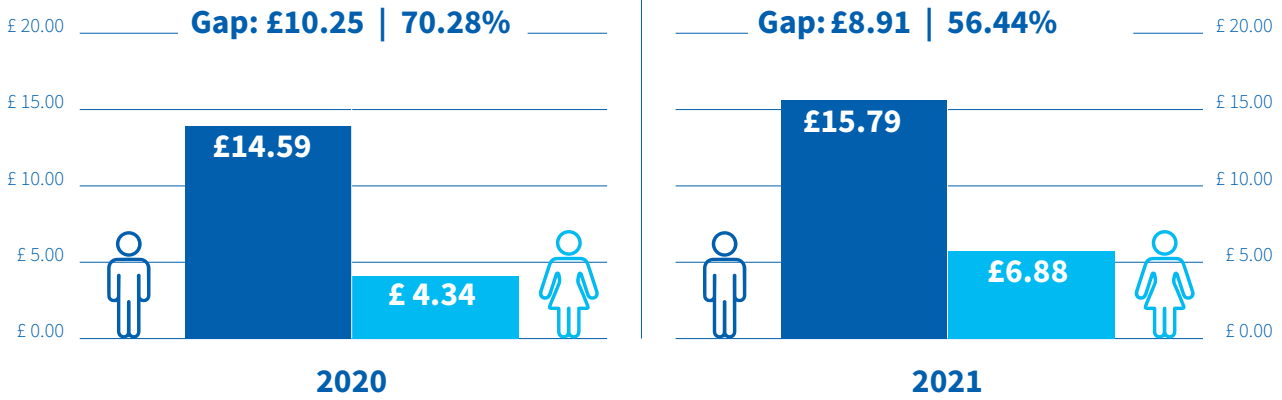
- (1) Reporting the differences in mean and median pay between men and women calculated on the basis of equivalent hourly pay rates;
- (2) Reporting the distribution of men and women between pay band quartiles, calculated using the range of hourly pay rates;
- (3) Reporting the differences in mean and 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 2021 are shown below.

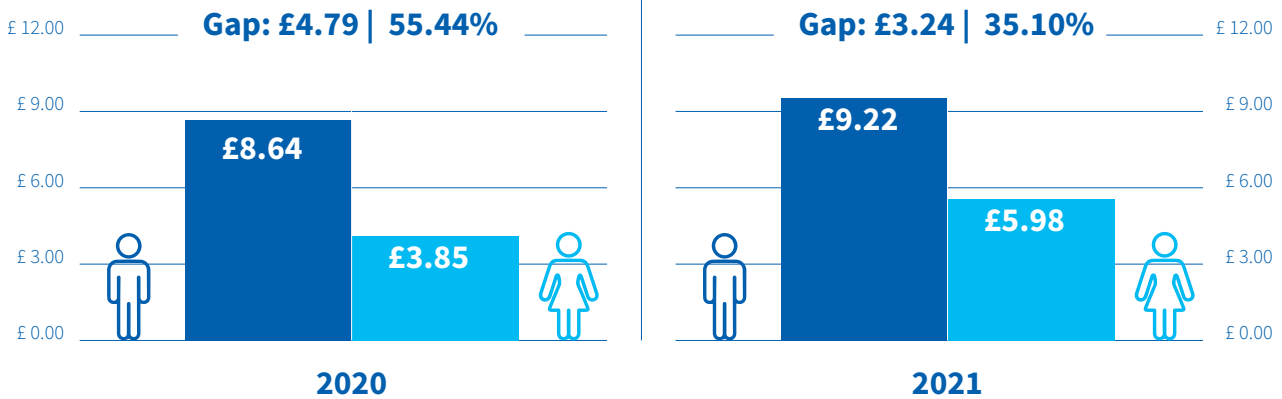
Stats



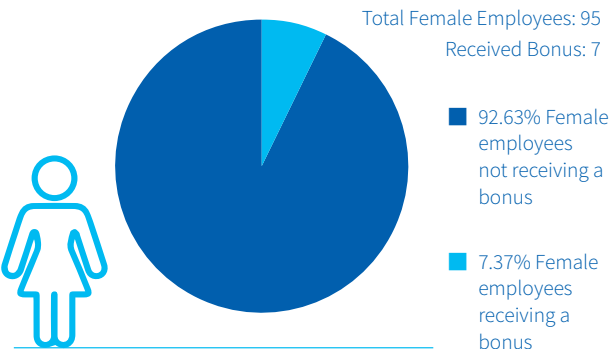
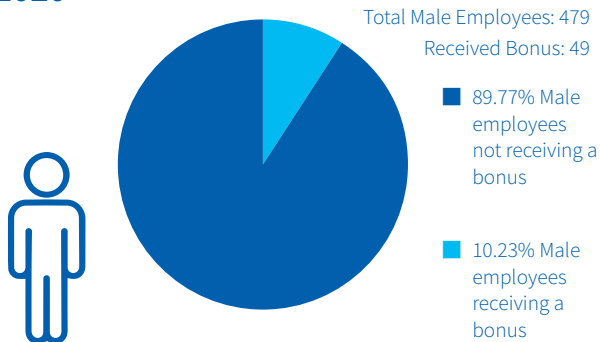
Mean Bonus Gap



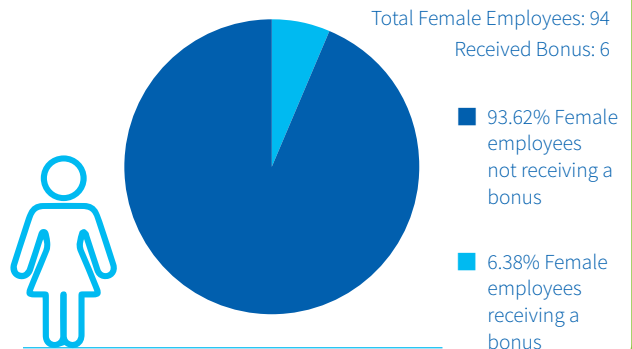
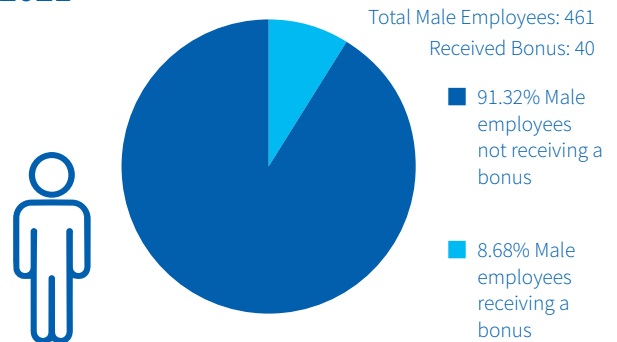
Median Bonus Gap



Proportion of Staff Receiving a Bonus 2020

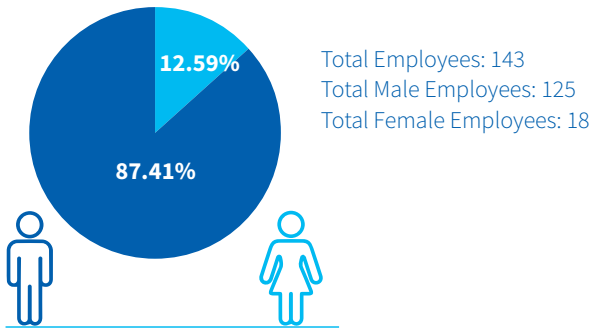


Proportion of Staff Receiving a Bonus 2021

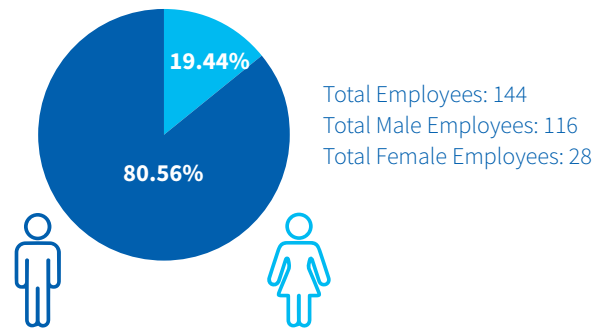


Quartile Bandings 2020

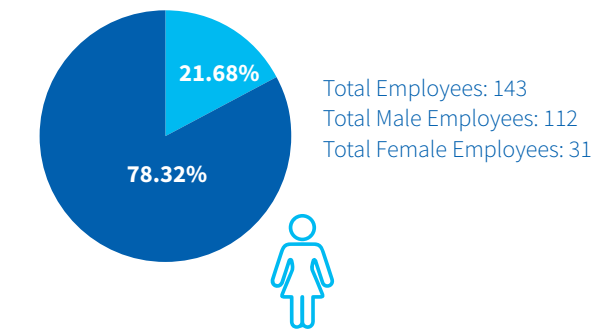
Lower Quartile



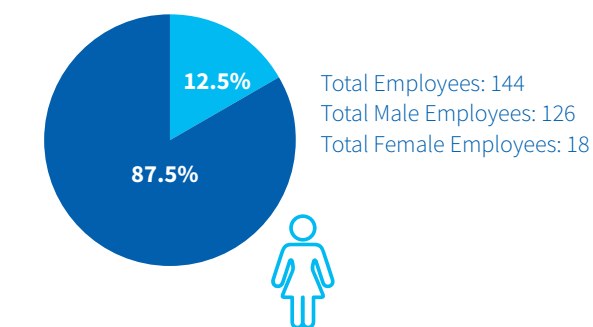
Lower Middle Quartile



Upper Middle Quartile

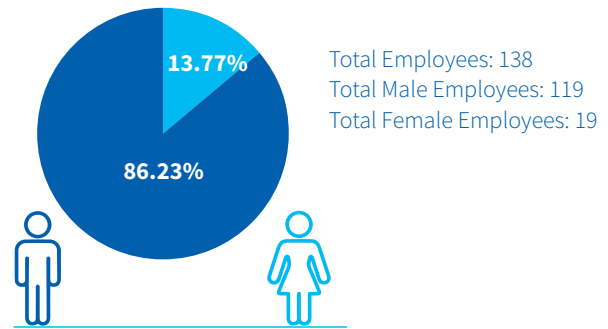


Upper Quartile

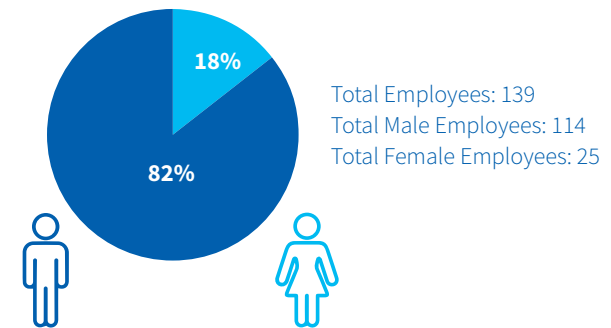


Quartile Bandings 2021

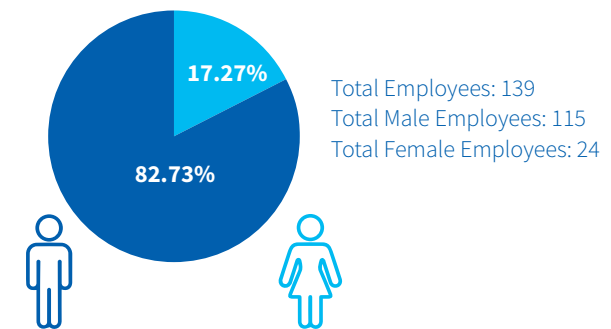
Lower Quartile



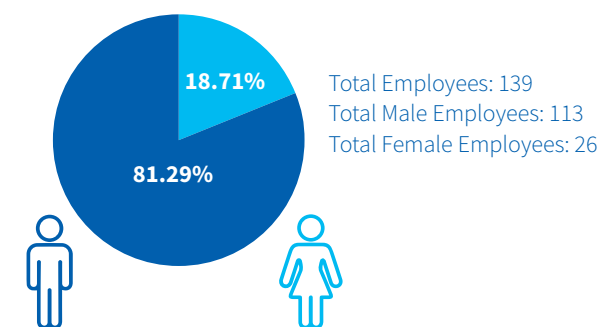
Lower Middle Quartile



Upper Middle Quartile



Upper Quartile



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Interpreting the data

As with our 2020 GPGR, the data suggests that although our total female population employed (13.83% of total workforce) is significantly lower than our total male population (86.17 of total workforce), the mean Gender Pay Gap is now in favour of female employees. We remain however fully confident that men and women are paid equally for doing equivalent jobs across our business.

The mean and median bonus gap categories, 56.44% and 35.10% respectively gaps have both narrowed from 2020 with the mean gap reducing from 70.28% and the median from 55.44%. The proportion of our female workforce are now in receipt of a bonus presents a mixed picture with a slighter lower number 6.38% in 2021 down from 7.37% in 2020, conversely the percentage of male employees receiving a bonus has also declined from 10.23% in 2020 to 8.68% in 2021. This has been a result of an internal review of our reward structures.

The reason for these gaps remains the same, there are significantly more men in receipt of a bonus than women. We also have a predominantly male senior leadership team, in roles which attract the highest levels of bonus payment. Since last year's report we now have two females in our senior leadership team, which should see in impact on our figures for 2021. We are continuing our efforts in attracting women to Renewi UK Services Limited at all levels through improved market visibility, celebrating Diversity and Inclusion across the company and targeting female candidates and highlighting the excellent and rewarding roles we offer within Renewi whilst still recognising that 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



Director Renewi UK Services Limited

Date: 24/3/22