

Gender Pay Gap Report 2020

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.

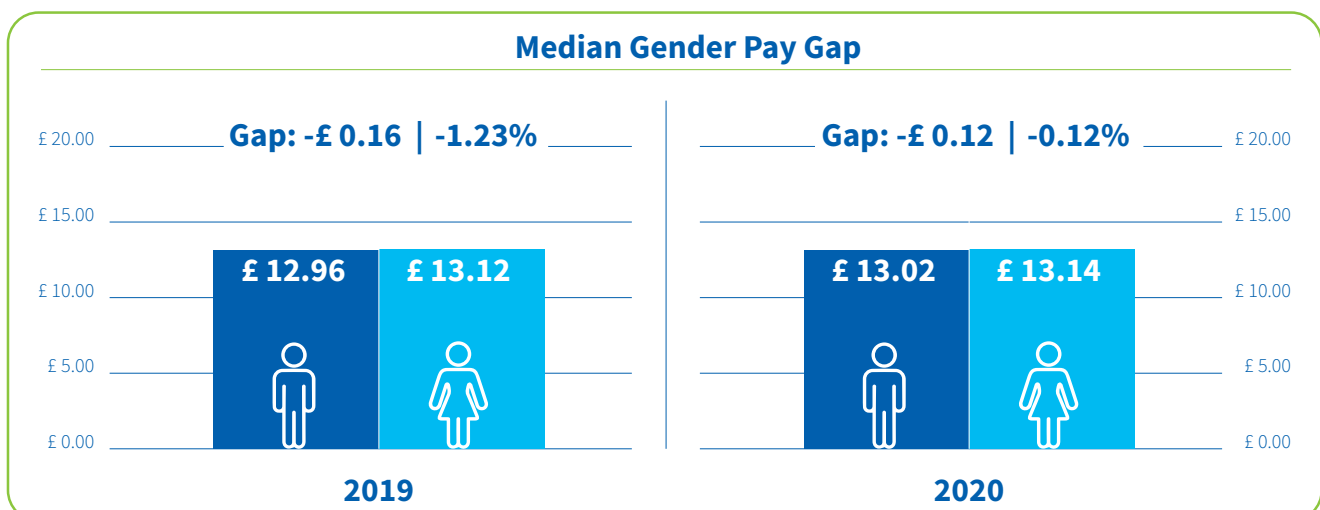
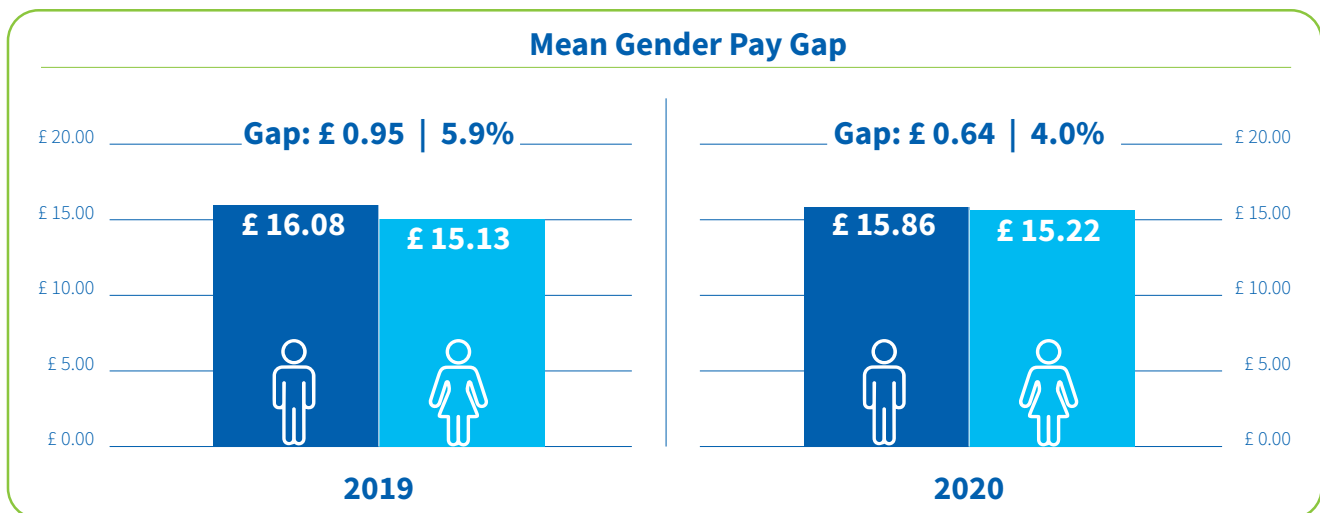
Reporting Renewi UK Services Limited's gender pay gap

The UK Government GPGR regulations have four key requirements:

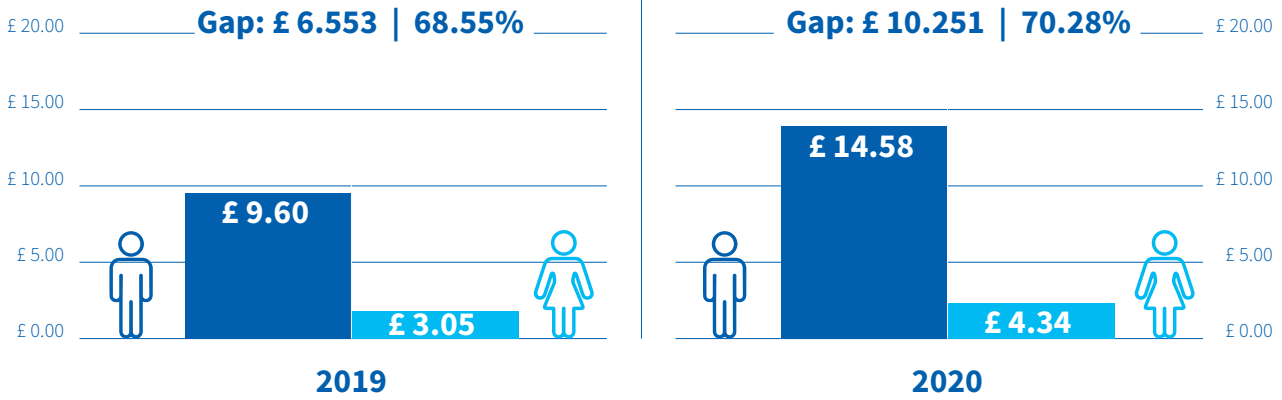
- (1) Reporting the differences in mean and median pay between men and women calculated on the basis of equivalent hourly pay rates;
- (2) Reporting the distribution of men and women between pay band quartiles, calculated using the range of hourly pay rates;
- (3) Reporting the differences in mean and 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 2020 are shown below.

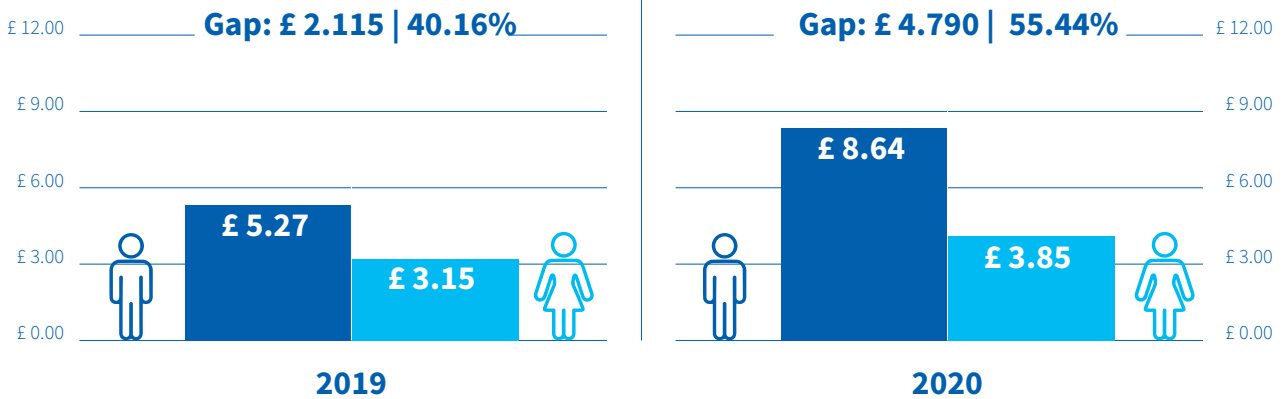
Stats



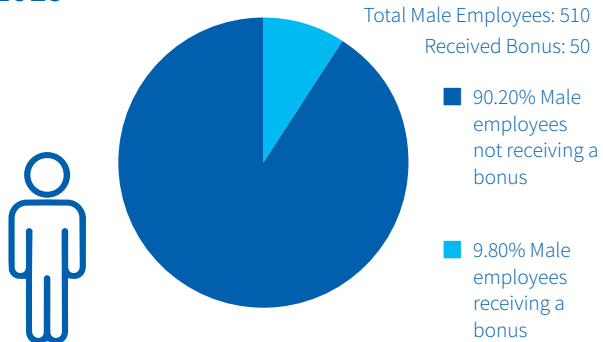
Mean Bonus Gap



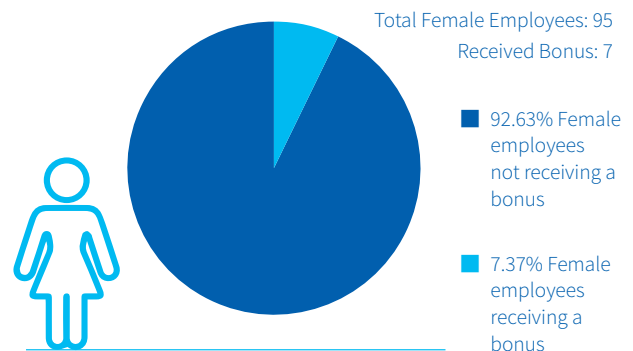
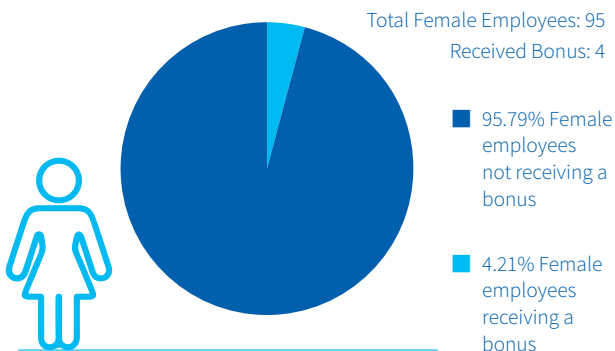
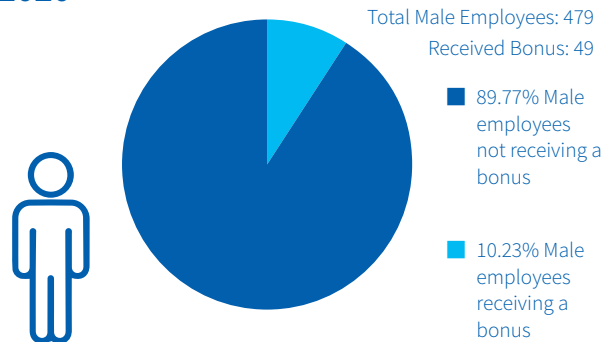
Median Bonus Gap



Proportion of Staff Receiving a Bonus 2019

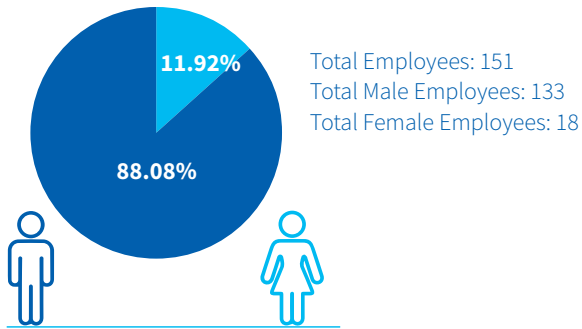


Proportion of Staff Receiving a Bonus 2020

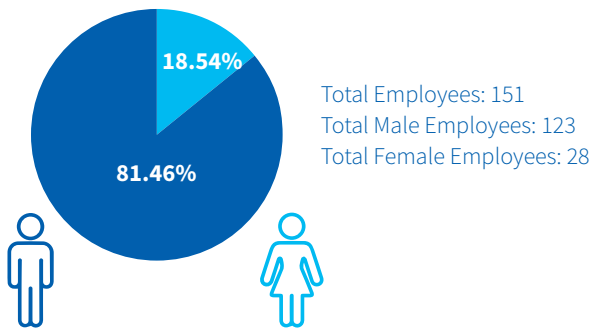


Quartile Bandings 2019

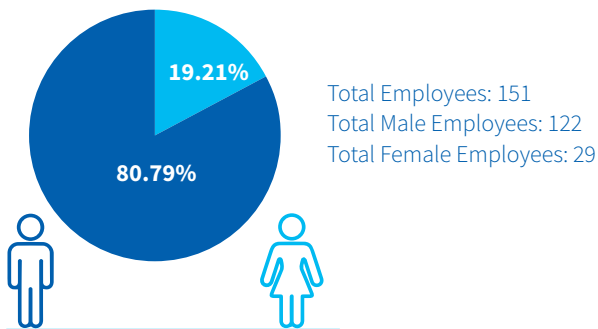
Lower Quartile



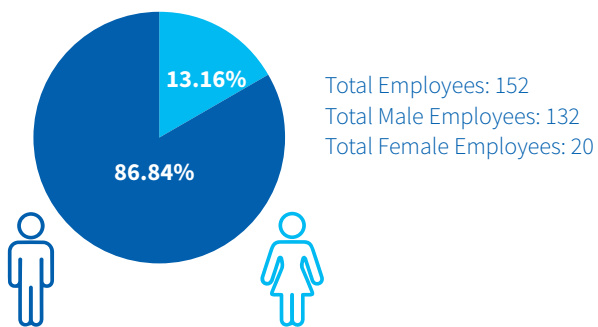
Lower Middle Quartile



Upper Middle Quartile

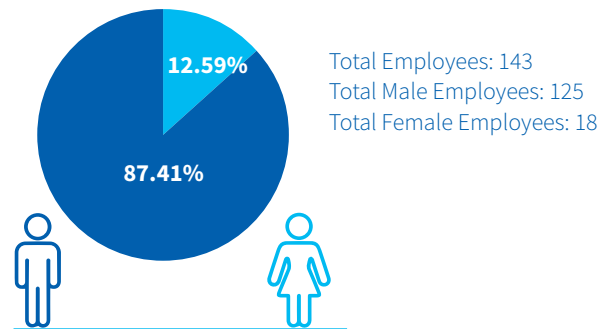


Upper Quartile

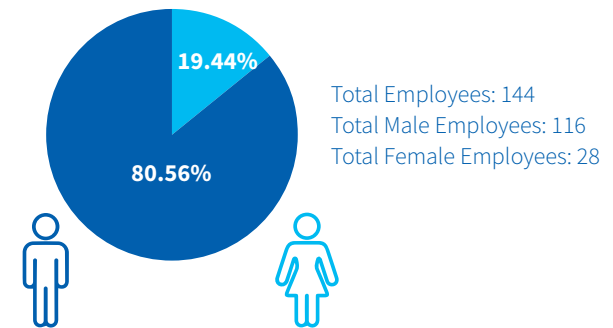


Quartile Bandings 2020

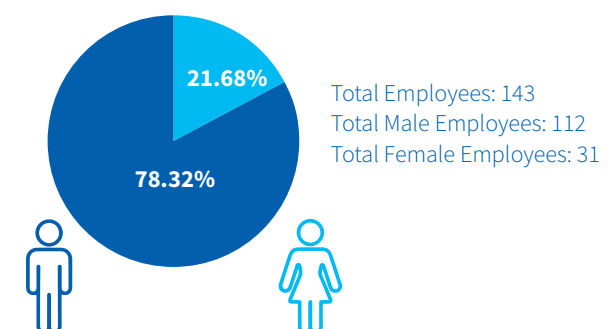
Lower Quartile



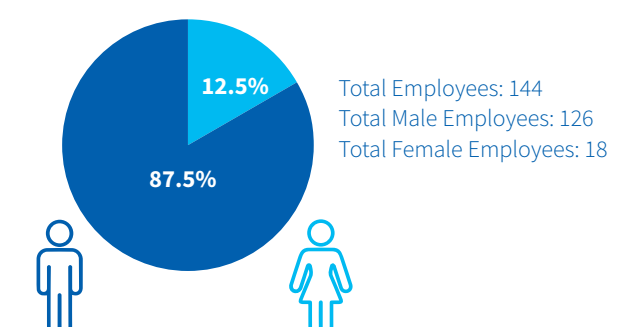
Lower Middle Quartile



Upper Middle Quartile



Upper Quartile



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Interpreting the data


As with our 2019 GPGR, the data suggests that although our total female population employed (17% of total workforce) is significantly lower than our total male population (83% of total workforce), the difference within the mean pay gap category is small. We have seen a narrowing of our mean pay gap on the prior year. We remain fully confident that men and women are paid equally for doing equivalent jobs across our business.

I am pleased to say that due to improved company performance, bonuses paid in 2020 were higher than those in 2019. This has seen the bonus gap get bigger since 2019, however, this is due to the increases in the bonus amounts paid out rather than any change in the balance of those receiving bonus payments. In fact, a larger proportion of our female workforce are now in receipt of a bonus (7.37% in 2020 vs 4.21% in 2019).

The reason for the bonus gap 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 will start to impact our figures in 2021.

These findings emphasise that we continue to face structural and cultural challenges within our sector, with 85% of the sector's workforce being male, compared to 53% for all sectors (Energy & Utility Skills 2020 Sector Demographics). 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: 30 September 2020