

# Gender Pay Gap Report 2023

## Renewi UK Services Limited

### Assessing Renewi's UK gender pay gap

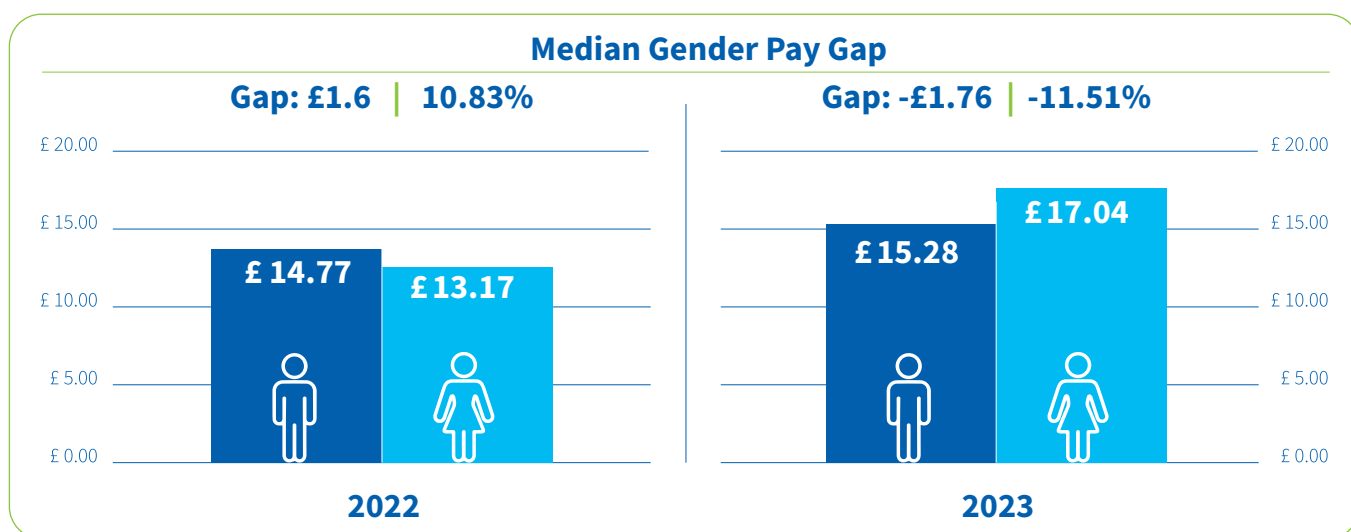
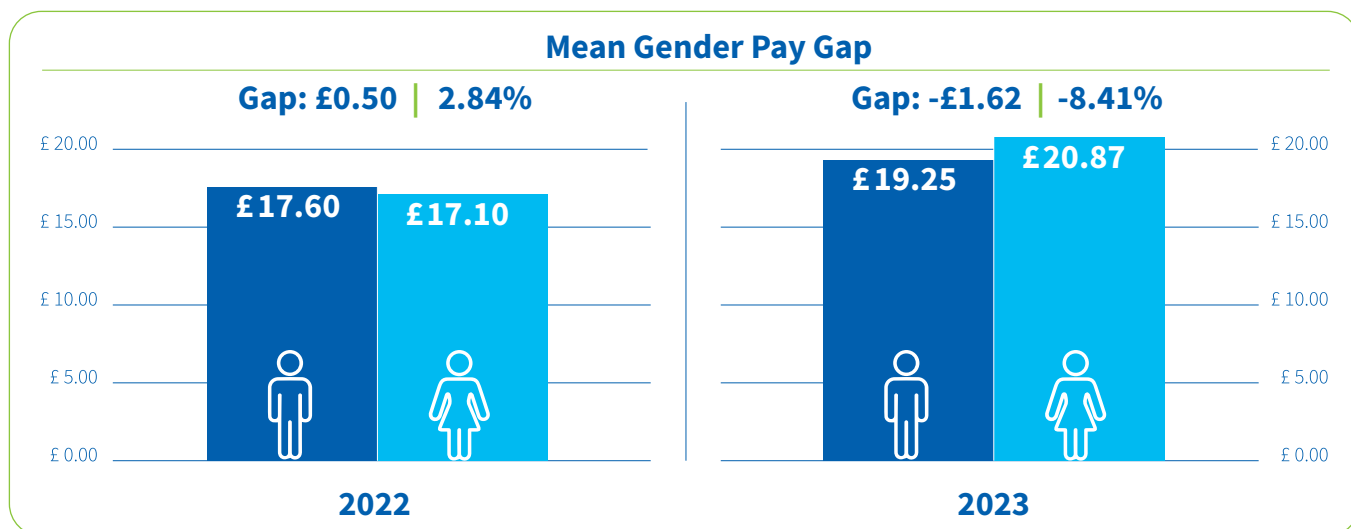
The UK Government requires UK businesses with more than 250 employees to publish their Gender Pay Gap Reporting (GPGR) statistics. The method for calculating this information has been outlined in detail by the UK Government and the results from every organisation are published on the UK Government Gender 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

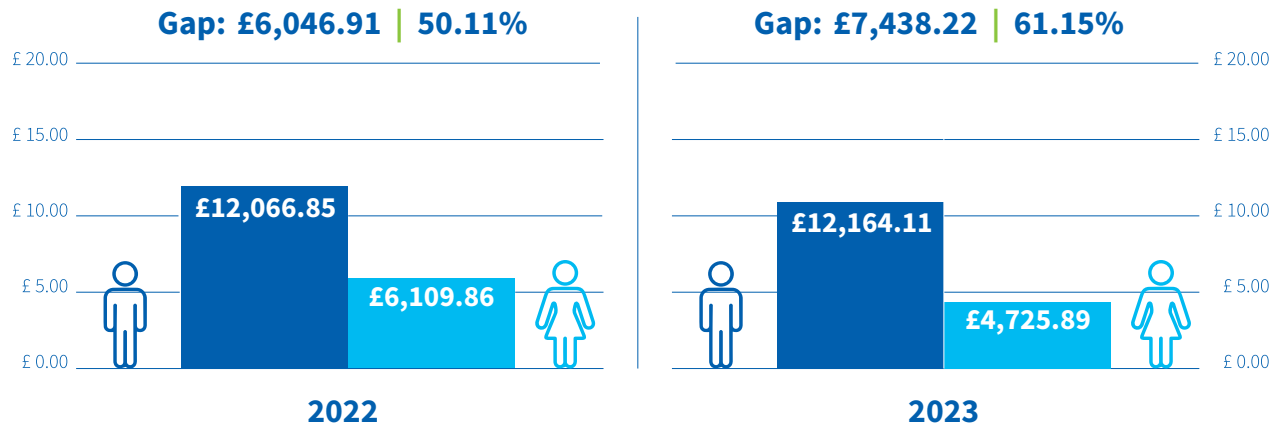
The UK Government GPGR regulations have four key requirements

- (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.

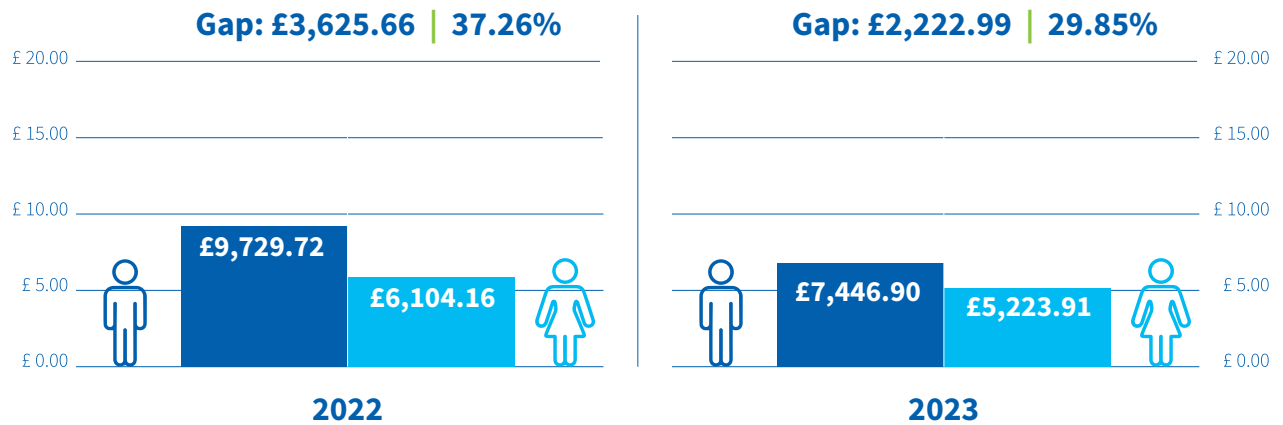
Our results as at 5th April 2023 are shown below.



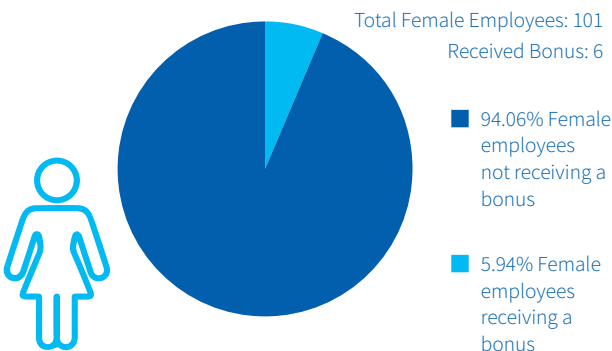
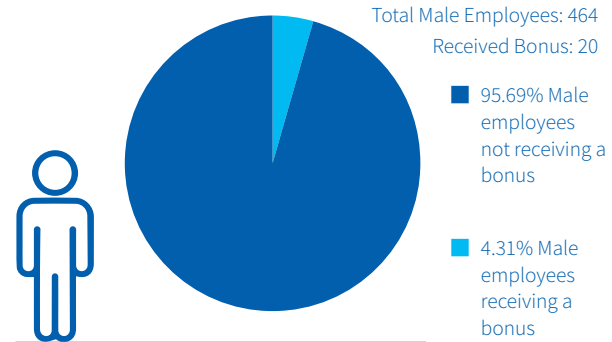
## Mean Bonus Gap



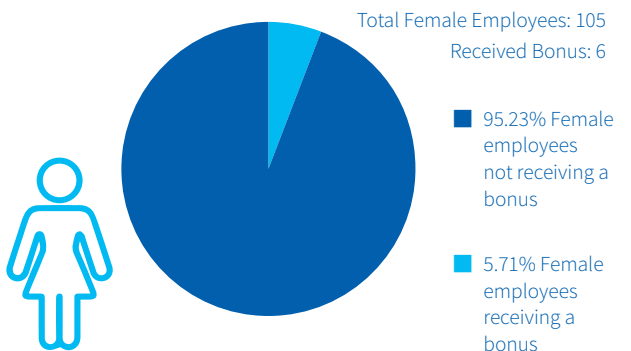
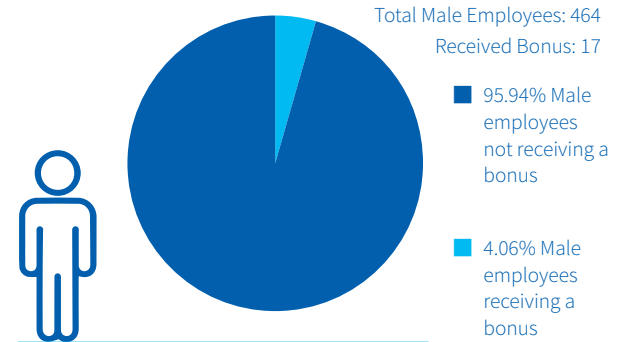
## Median Bonus Gap



## Proportion of Staff Receiving a Bonus 2022

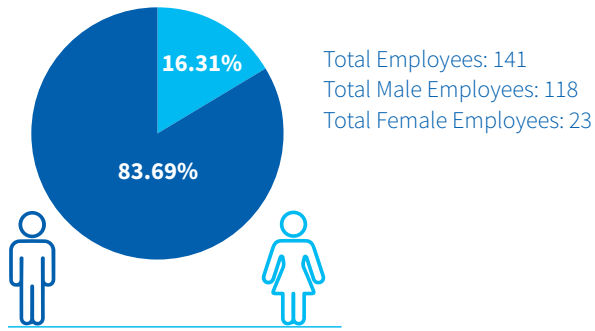


## Proportion of Staff Receiving a Bonus 2023

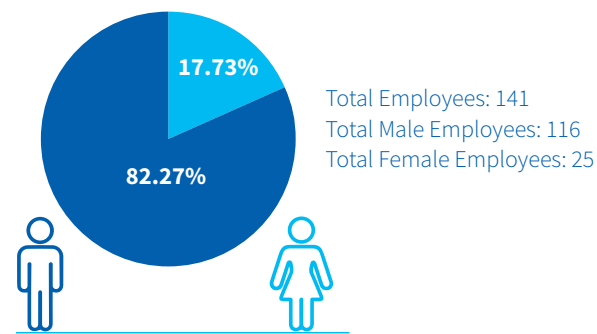


## Quartile Bandings 2022

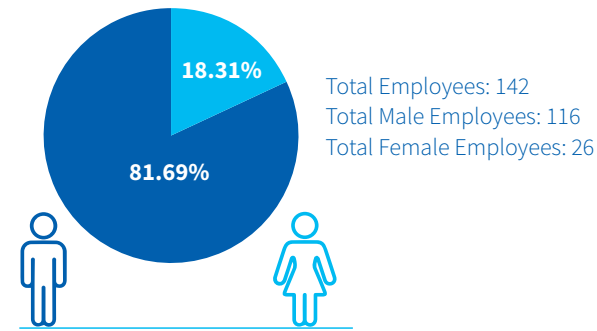
### Lower Quartile



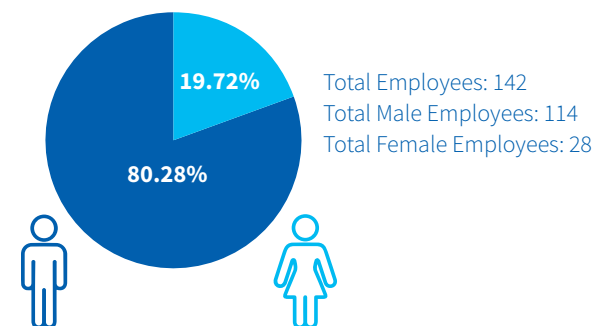
### Lower Middle Quartile



### Upper Middle Quartile

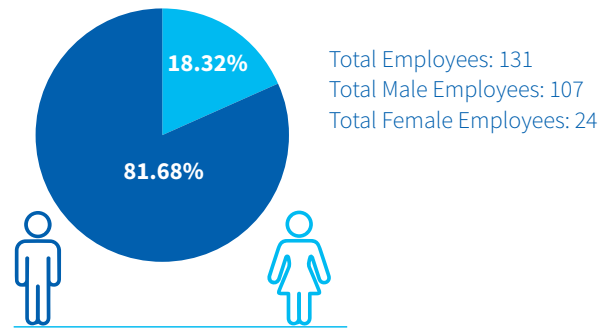


### Upper Quartile

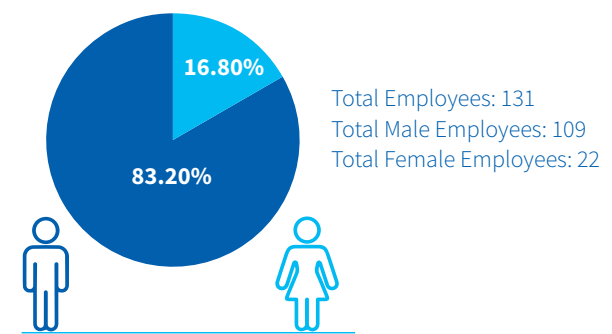


## Quartile Bandings 2023

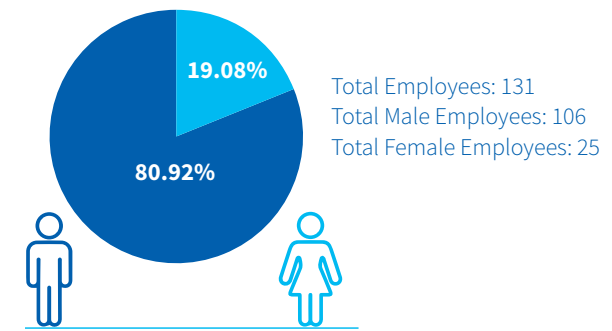
### Lower Quartile



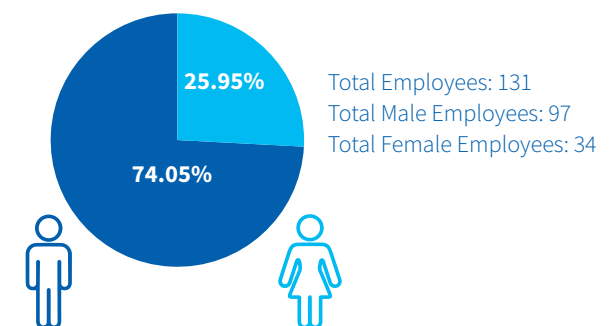
### Lower Middle Quartile



### Upper Middle Quartile



### Upper Quartile



# Gender Pay Gap Report 2023

## Renewi UK Services Limited

### Interpreting the data

Following our 2022 GPGR, the total female population employed has increased to 105 employees however remains significantly lower at 20.04% of our overall workforce, compared to 70.96% of male employees.

The mean Gender Pay Gap is in favour of female employees, an increase from the previous years' reporting and we remain committed to ensuring men and women are paid equally for doing equivalent jobs and we are confident this is the case.

The median Gender Pay Gap is also in favour of female employees, another increase from the previous years' reporting.

The business has undertaken activity relating to remuneration and benefits packages which has stabilised a consistent approach across all locations and grading profiles regardless of employee gender.

Our data shows the mean bonus gap has increased to 61.15% from 50.11% in 2022 while the median bonus gap of 29.85% has decreased from 37.26% in 2022. The proportion of our female workforce now in receipt of a bonus has reduced slightly from 5.94% to 5.71% in comparison to 2022 however the headcount of employed females has increased slightly. The percentage of male employees receiving a bonus has declined further, at 4.06% in 2023, compared to 4.31% in 2022.

There are significantly more men in receipt of a bonus than women, attributable to the fact that we have a predominantly male leadership team, in roles which attract the highest levels of bonus payment. This is further cemented by the recruitment challenges faced within the Waste and Recycling industry to attract more females into roles, which has a direct impact on pay and bonuses.

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



Director Renewi UK Services Limited  
31st March 2024