

2021/2022

IRELAND GENDER PAY GAP

Veolia is a leader in the provision of waste, water and energy services designed to help our customers and partners preserve our natural resources and build a circular economy.

WHAT IS THE GENDER PAY GAP?

All companies with an employee headcount greater than 250 are required to publish their gender pay gap data. Put simply, this is the difference between the average hourly pay for women and men as a whole in the organisation.

The gender pay gap is a measure of the overall average pay based on gender regardless of job role, grade, market forces or any other influences on pay.

Because of this, having a gender pay gap, does not mean that a company does not pay equal pay to men and women who do the same jobs or who carry out work of equal value.

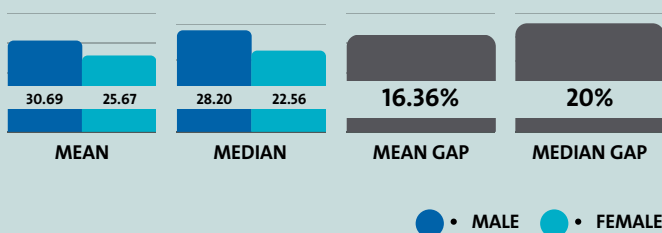
This report sets out the gender pay gap data for Veolia Energy Services Ireland Ltd; Veolia Energy Ireland PLC, Veolia Water Ireland Ltd and Veolia Environmental Services Ltd, together making up Veolia Ireland overall and covering 2021 / 2022. Our 554 relevant Ireland employees' pay data has been analysed in producing this report.

KEY HIGHLIGHTS

GENDER SPLIT



GENDER PAY GAP: HOURLY RATE OF PAY INCLUDING ALL RELEVANT EMPLOYEES

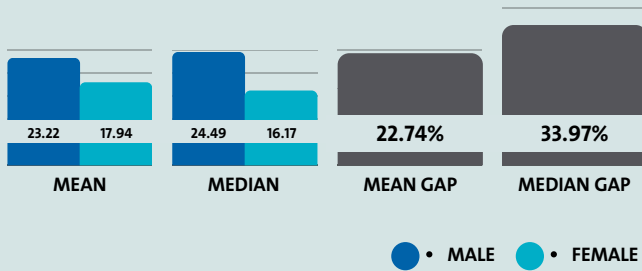


The mean and median pay gaps are driven by the gender distribution of our workforce and the technical nature of our business. This comparison is not comparing average pay across the same job roles for males and females within the organisation, rather the overall male to female average hourly pay.

It is also worth noting that a large proportion of our roles are technical in nature either technicians, engineers or technical managers and a high percentage of those occupying these roles are males, which is representative of industry across Ireland.

OTHER HIGHLIGHTS

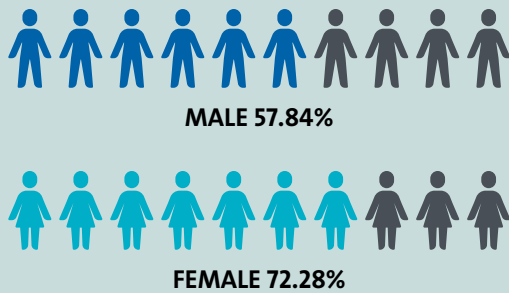
GENDER PAY GAP: HOURLY RATE OF PAY TEMPORARY CONTRACTS*



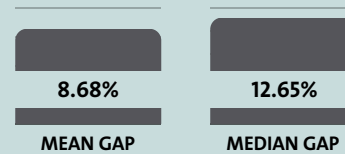
The mean and median pay gaps across fixed term contracts are driven by the gender distribution of our workforce with a higher number of males employed on fixed term contracts and the nature of the fixed term contract roles they are employed in.

*There are no male part time employees so there is no gender pay gap between male and female part time employees to report on.

PROPORTION OF MALE AND FEMALE EMPLOYEES AT VEOLIA RECEIVING BONUS PAY



BONUS % PAY GAP BETWEEN MALE AND FEMALE*



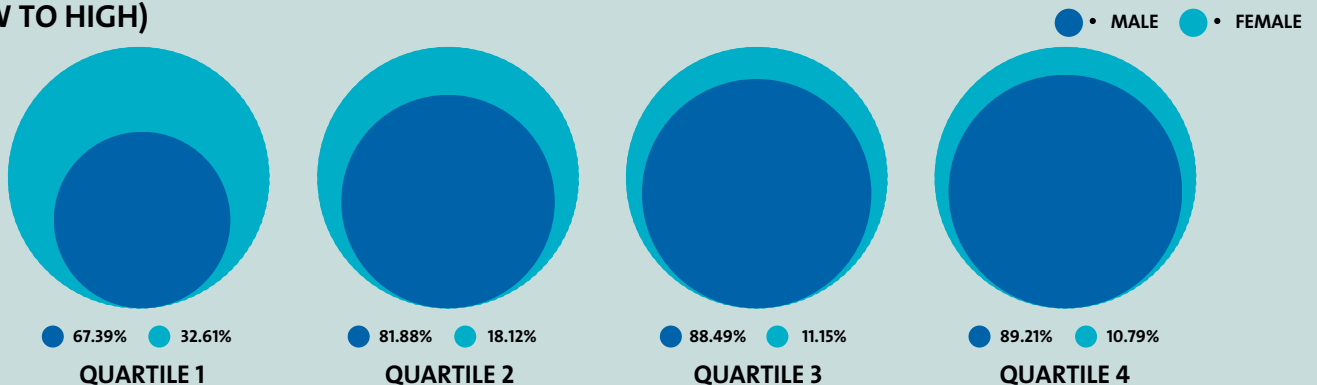
*The mean and median bonus gaps are driven by the gender distribution of our workforce and a higher bonus percentage being paid in more senior positions within the business across quartiles three and four where there is a higher male population.

PROPORTION OF MALE AND FEMALE EMPLOYEES AT VEOLIA WHO RECEIVED BENEFITS IN KIND



There is less than one percent gap in relation to male and female employees receiving benefits in kind and therefore there is no noticeable gap between male and females.

PERCENTAGE OF MALE AND FEMALE EMPLOYEES AT VEOLIA BY QUARTILE PAY BANDS (LOW TO HIGH)



The quartiles are determined by working out the average hourly rate of pay for each employee, ranking them in order from the lowest paid to the highest paid and then dividing the employees into four equal sections. Quartile four contains the highest paid employees. Quartile one contains the lowest paid employees. The percentages show the proportions of men and women in each quartile.

GENDER PAY GAP ACTION POINTS

We're committed to developing, retaining and attracting more females into Veolia as part of our Inclusion strategy.

With over 70% of our headcount being technical in nature - technicians, engineers or technical managers - these traditionally male roles contribute to our gender pay gap. An under representation of females in technical and engineering roles generally in society is part of the challenge.



Encouraging females into technical roles

We've launched a strong campaign this year focusing on encouraging more women into technical roles by using more female imagery when advertising our vacancies.

Our recent electrical instrumentation and mechanical apprenticeship campaign used a female image to advertise and launch the campaign.

Our employer brand, "See the World as We Do", uses female representation in the imagery and videos to help change the perception of technical roles, such as those available in Veolia.

We will constantly review and evolve our approach to ensure we can attract more females into the company.

Building an inclusive workplace

Veolia, as co-chair of the Business in the Community Ireland Leaders Sub Group on Social Inclusion, played a leading role in developing and launching "Elevate: the Inclusive Workplace Pledge".

As part of this group we meet with a range of diverse companies and share knowledge, ideas and best practices to become more inclusive.

A key element of signing up to the Elevate pledge was a commitment to create an anonymised diversity profile across our company. This provides a baseline to measure our actions and progress, thereby ensuring the inclusion initiatives we are taking at a company level are helping us to become more inclusive.

GENDER PAY GAP ACTION POINTS CONTINUED

As part of our Elevate pledge and in alignment with our Veolia UK&I Inclusion strategy 21-22, we have committed to take the following actions:

- Review our job descriptions to ensure only essential elements are included, encouraging more diversity and an increase in female applications.
- Ask our employees to sign up to our Inclusion Pledge, and becoming more inclusive in their everyday actions to create an environment of belonging
- Promote awareness of inclusion across all of our employees through the creation of our Inclusion hub on our company intranet which all employees can access. This provides many inclusion resources and learning tools to continue to educate and increase awareness and understanding of inclusion across the business including books, TV shows, films, podcasts and online talks

We will continue with these actions into next year to continue to build an increasingly inclusive culture. We've also taken steps to:

TRAIN SENIOR LEADERS ON UNCONSCIOUS BIAS

We trained our senior leaders on unconscious bias to help understand how bias impacts recruitment decisions and employee development. This was also rolled out to all hiring managers during 2022 .

REMOVE GENDER SPECIFIC TITLES

We understand the importance of language and gender stereotypes, which is why in 2021 we removed all references to gender specific job titles.

GENDER DECODED ADVERTS

We provided training on gendered language and put our job adverts through a gender decoder to remove masculine wording, in order to encourage more females to apply for job vacancies. This practice has seen an increase in female applications and has increased our overall female headcount.

OUR COMMITMENT TO INCLUSION

At Veolia we're committed to inclusion each and every day and recognise that the gender pay data is only one measure in building a truly inclusive culture.

We have discovered on our inclusion journey the importance of raising awareness and the benefits of having a diverse and inclusive organisation. Since launching our Inclusion Strategy, we have created new tools to better facilitate our inclusion work. We recorded our inclusion video to continue to build awareness on what it means to be inclusive at Veolia and also broadened our EQUAL Committee and network of allies. In 2023 we will launch our new three year Inclusion Strategy which will continue to ensure we remain an inclusive and diverse organisation. In doing so, we have provided greater autonomy and clearer terms of reference to projects that are aligned to our Inclusion Strategy and celebrated over 12 diversity and inclusion events, including National Inclusion Week, International Women's Day and Pride.

Diversity and Inclusion is not a static idea; it continues to change, develop and evolve, as does Veolia's Inclusion Strategy. This report on our gender pay gap in Ireland will help in advancing our initiatives to create a more diverse and inclusive workplace, which is essential if we are to achieve our purpose of Ecological Transformation.

Our purpose can only be fulfilled by finding innovative solutions from a diverse workforce which represents the communities we serve. We all have a part to play in protecting our planet's resources and we all need to feel empowered to be part of the sustainable change.



John Abraham
Chief Operating Officer - Industrial, Water & Energy for UK, Ireland (Country Director) and Nordics

