

2022/2023

# 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 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.

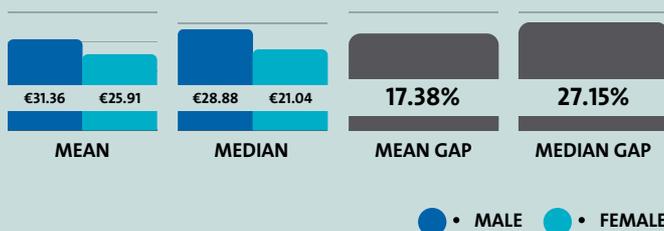
This report sets out the gender pay gap data for Veolia Energy Services Ireland Ltd; Veolia Energy Ireland PLC, Veolia Water Ireland Ltd and Veolia Environmental Services Ltd, together making up Veolia Ireland overall and covering 2022 / 2023. Our 638 relevant Ireland employees' pay data has been analysed in producing this report.

## KEY HIGHLIGHTS

### GENDER SPLIT



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

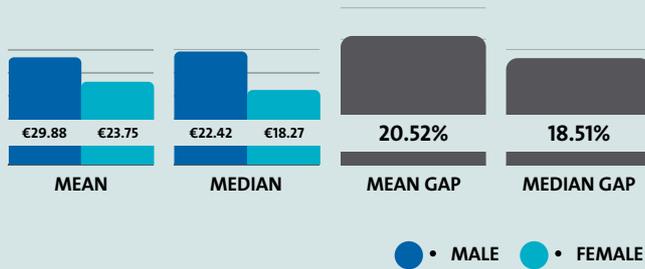


The mean and median pay gaps are driven by the gender distribution of our workforce and the technical nature of our business. This comparison is not comparing average pay across the same job roles for males and females within the organisation, rather the overall male to female average hourly pay.

A large proportion of our roles are technical in nature, such as technicians, engineers or technical managers, and a high percentage of those occupying these roles are traditionally male, which is representative of industry across Ireland. We have ongoing initiatives to encourage females consider working in technical roles in Veolia.

## OTHER HIGHLIGHTS

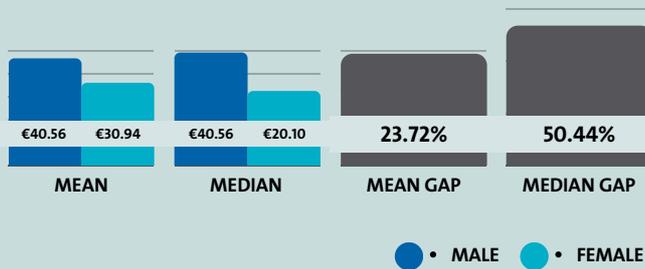
### GENDER PAY GAP: HOURLY RATE OF PAY TEMPORARY CONTRACTS



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

The female mean rate of pay on temporary contracts has increased by 2% this year and the median has increased by 15% as a result of several targeted initiatives.

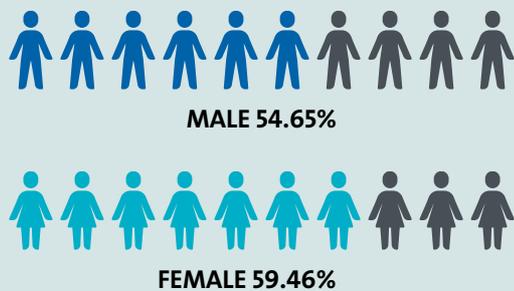
### GENDER PAY GAP: HOURLY RATE OF PAY PART TIME EMPLOYEES



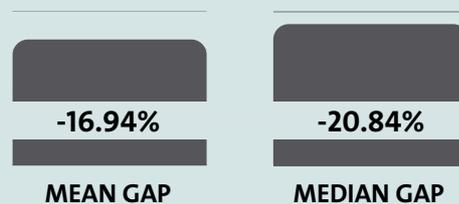
The mean and median pay gaps across part time contracts are driven by the gender distribution of our workforce with a higher number of females employed on part time contracts.

We have focused on raising awareness of our flexible working options including part time working hours as an alternative to, or part of, the journey towards retirement. As a result of this initiative we have seen an increase in male and female part time contracts across the company.

### PROPORTION OF MALE AND FEMALE EMPLOYEES AT VEOLIA RECEIVING BONUS PAY



### BONUS % PAY GAP BETWEEN MALE AND FEMALE



The female mean and median for bonus pay is higher than males for bonus pay.

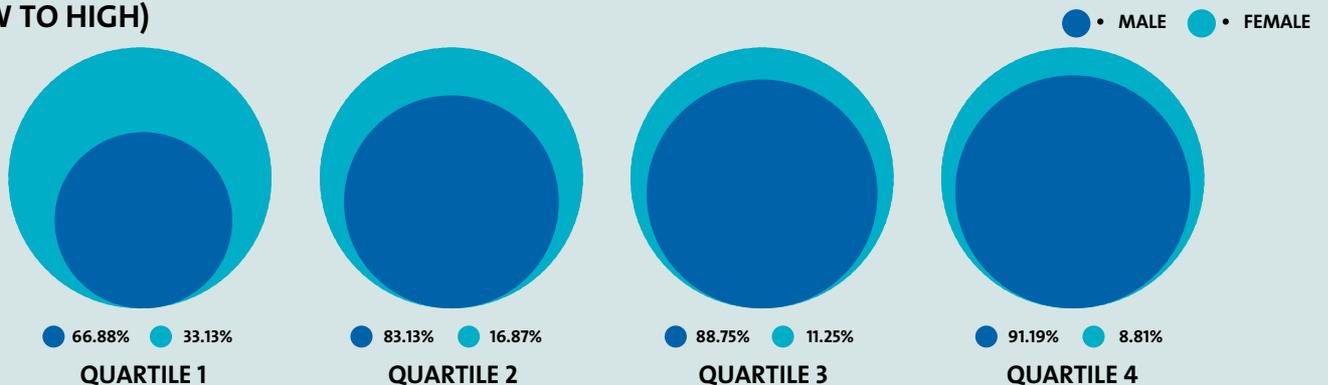
### PROPORTION OF MALE AND FEMALE EMPLOYEES AT VEOLIA WHO RECEIVED BENEFITS IN KIND



There is a higher percentage of females receiving Benefits In Kind (BIK) than males this year with female eligibility and participation increasing by 15% compared to last year.

## OTHER HIGHLIGHTS

### 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

**At Veolia, we're actively progressing towards gender equality as part of our 5 by 25 UK & Ireland Inclusion strategy and through our commitments as part of the Elevate pledge with Business in the Community.**

We are specifically targeting a significant increase in female representation in technical roles, including technicians and engineers. Recognising the traditionally male-dominated nature of these roles and its impact on our gender pay gap, we're implementing concrete, measurable actions to drive change. Our approach focuses on inclusive recruitment and development.



## GENDER PAY GAP ACTION POINTS CONTINUED

### Training our people

Veolia will further develop our use of e-learning modules for hiring managers, emphasising equality, diversity, inclusion and the importance of creating diverse teams. This training particularly highlights unconscious bias in recruitment and ongoing development, equipping managers to foster an inclusive workforce.

### Building a diverse brand

We continue to focus on enhancing our employer brand "See the World as We Do," ensuring job specifications are inclusive and highlighting flexible working hours and hybrid working models for office roles. These initiatives aim to attract more female applicants by promoting a gender-inclusive and flexible working environment.

We will further increase our presence at career fairs and universities having doubled our participation in 2023. This will help to attract female talent at university and graduate levels. Our efforts in 2023 resulted in an increase in graduate recruitment with 16 graduates hired 3 of which were female, an increase from last year.

### Continued focus on encouraging females into technical roles

We will continue to focus on encouraging more women into technical roles through various media campaigns including using more female imagery when advertising. In 2023, we increased our capacity to hire more female talent from outside of Ireland by securing additional "trusted partnership" status from the Department of Enterprise, Trade and Employment. To date this year we have had 13 global hires, 3 of which were female, leading to a 23 % increase in female engineer hires.

### Co-creation of our inclusion strategy, Five by 25, in partnership with our people

This follows feedback and experiences captured through our inclusion roadshows, face-to-face discussions, focus groups and surveys. Our new strategy is focused on five priority areas that we will deliver on collectively by the end of 2025.

Diversity action planning	Attract and retain	Opportunity and accessibility	Inclusive Leadership	Impact and accountability
Create diversity action plans for age, gender and ethnicity	Increase diverse applications and improve diversity across our workforce	Become Disability Confident Level 3 and improve accessibility	Launch reverse mentoring and inclusive leadership programmes	Conduct impact assessments and review progress

## OUR COMMITMENT TO INCLUSION

I am proud of the collective efforts from all of our people across the island of Ireland. This has not only been about raising awareness of diversity and inclusion, and acknowledging the contributions made by women within our business. It's also about taking responsibility and engaging in conversations, however and whenever they are needed.

We're building an environment where we all take responsibility for inclusion, leading with our five core values: community spirit, customer focus, innovation, respect, and responsibility. This report on our gender pay gap will help us focus on specific actions in Ireland needed to ensure we continue building an equal and accessible workplace for everyone. Ensuring people are treated fairly goes hand in hand with our purpose of ecological transformation.

When we talk about 'ecology,' we don't just mean the environment; we also mean the socioeconomic factors that influence our lives. Our purpose can only be fulfilled by finding innovative solutions from a diverse workforce, which represents the communities we serve. As we continue on our journey, we're determined to listen and take authentic action to increase inclusion and diversity across Veolia.



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

