

2023/2024

GENDER PAY GAP

Veolia is Ireland's leading environmental services company providing solutions that enable ecological transformation. We provide a comprehensive range of energy, waste and water services and are dedicated to carbon reduction, protecting the environment and building the circular economy.

WHAT IS THE GENDER PAY GAP?

All companies with an employee headcount greater than 150 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.

This is not the same as equal pay between men and women who do the same jobs or who carry out work of equal value.

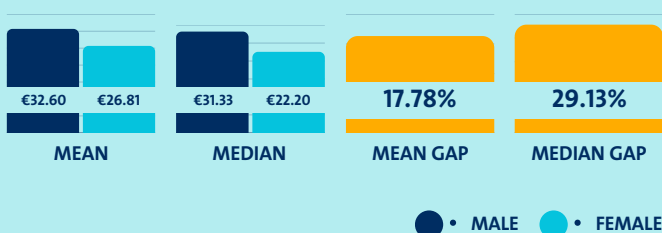
The gender pay gap looks at the overall average pay based on gender regardless of job role, grade, market forces or any other influences on pay. This report sets out the gender pay gap data for Veolia Energy Services Ireland Ltd; Veolia Energy Ireland PLC, Veolia Water Ireland Ltd and Veolia Environmental Services Ltd, together making up Veolia Ireland overall and covering 2023/2024. Our 682 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

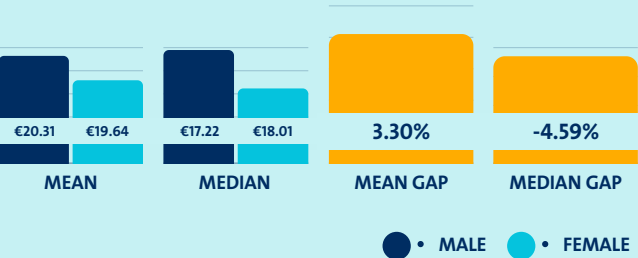


The mean and median pay gaps are driven by the gender distribution of our workforce and the technical nature of our business. This comparison is not comparing average pay across the same job roles for males and females within the organisation, rather the overall male to female average hourly pay.

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 male, which is also representative of industry across Ireland.

Other highlights

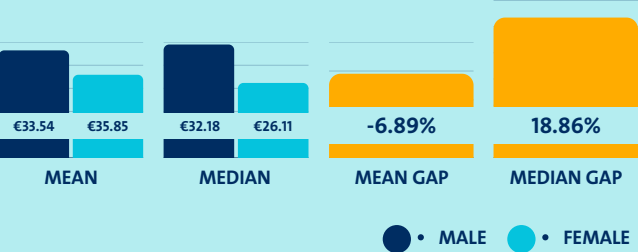
GENDER PAY GAP: HOURLY RATE OF PAY FIXED TERM CONTRACTS



The mean and median pay gaps across fixed term contracts are normally 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.

However as a result of several targeted initiatives the mean gender pay gap across temporary contracts has decreased this year by 17.22%.

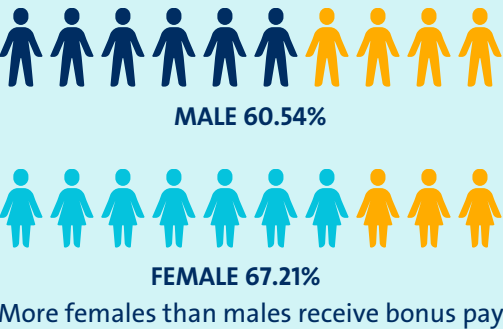
GENDER PAY GAP: HOURLY RATE OF PAY PART-TIME EMPLOYEES



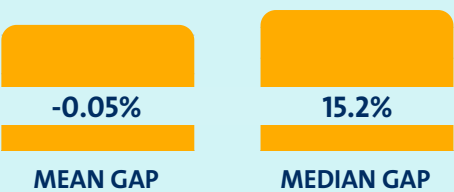
We have focused on raising awareness of our flexible working options including part time working hours as an alternative to and part of the journey towards retirement. As a result of this initiative we have seen an increase in male and female part time positions across the company.

Both the mean and median gaps have also decreased significantly indicating further progress towards gender pay equity for part-time employees with females in part time roles on average earning more than their male counterparts.

PROPORTION OF MALE AND FEMALE EMPLOYEES AT VEOLIA RECEIVING BONUS PAY

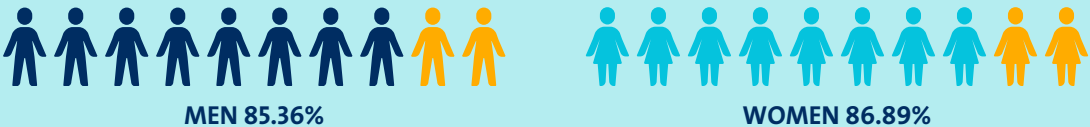


BONUS % PAY GAP BETWEEN MALE AND FEMALE



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

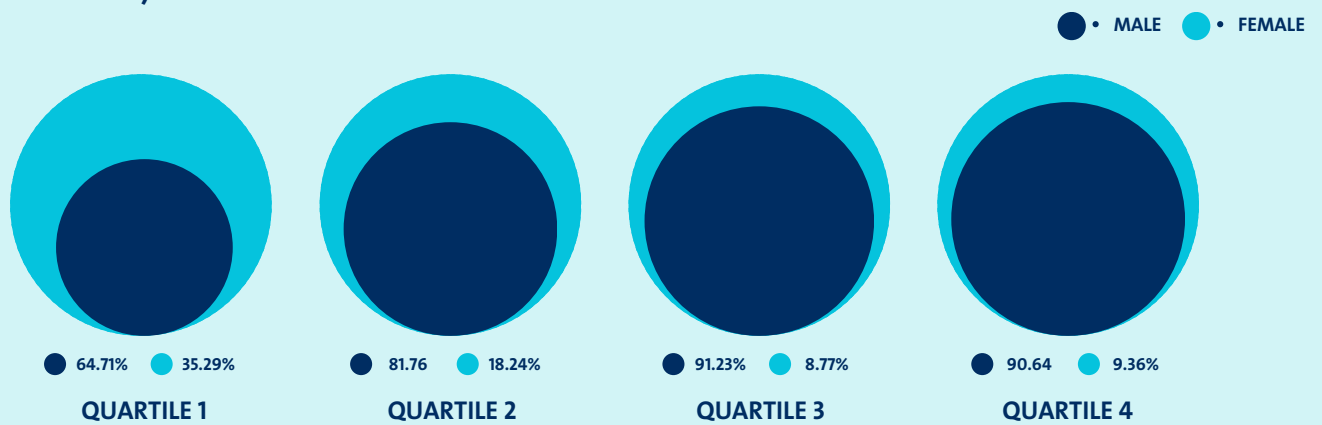
PROPORTION OF MALE AND FEMALE EMPLOYEES AT VEOLIA WHO RECEIVED BENEFITS IN KIND



In 2024, females are receiving a higher percentage of Benefits in Kind than males.

Other highlights

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



Quartiles are based on an average hourly rate for male and females.

Women at Veolia

This report reflects the efforts to promote diversity and inclusion, and provide equal opportunities for career growth and development in line with our inclusion strategy: Five by 2025.

We are continuing to actively progress towards gender equality, specifically targeting a significant increase in female representation in technical roles, including technicians and engineers and we are implementing concrete, measurable actions to drive change.



Gender Pay Gap action points

Branding

A main focus this year has been a female focused attraction campaign which allowed us to increase our female hires by 10.8%. We were also accredited with the "Returner Friendly Employer" accreditation from Back To Work Connect. This highlights the recruitment practices and initiatives we have that attract more female applicants by promoting a gender-inclusive and flexible working environment for those who may have been out of the workforce for some time, due to various reasons including health and childcare.

Female friendly policies

We have reviewed and updated our family friendly policies including enhanced maternity pay.

Career fairs and university partnerships

We increased our presence at career fairs and universities during 2024, doubling our participation once again to attract female talent at university and graduate levels. Participating in Ireland's largest STEM Carers Expo at the Aviva Stadium and becoming an employment sponsor of the UCD Women+ STEM society this year demonstrated the company's commitment to fostering gender diversity from the early stages of career development.

Continued focus on encouraging females into technical roles

We continue to focus on encouraging more women into leadership roles, with 5 female employees being promoted to senior management positions in 2024. We increased our capacity to hire more female talent from outside of Ireland, and to date this year we have had 15 international mobility hires, 3 of which were female.

In 2024 as part of International Women In Engineering week, we hosted multi-faceted events every day across the week. This included a 'fireside chat' with three of our female engineers, promoting "A Day in the Life of a Female Veolia Engineer" externally in the media and offering guidance and advice on the resources available to our female employees internally to encourage their career development.

Elevate, the Inclusive Workplace Pledge

As part of our Elevate Pledge commitments with Business in the Community Ireland and in alignment with our UK&I Inclusion strategy, Five by 25, we are committed to the following actions:

- Conducting diversity audits and taking action to improve representation
- Creating a diversity focused candidate experience
- Increasing voluntary disclosure rates
- Equipping our people managers with inclusive leadership skills

Our commitment to inclusion

The diversity of our workforce is a key indicator of our culture and the progress we are making collectively to create a fully inclusive environment for all of our colleagues and customers in line with our inclusion strategy: Five by 2025.

Innovation thrives in a diverse organisation and we've made good progress over the year, increasing the number of females we employ, improving the pay gap for part time female employees and increasing the number of females with bonus and benefits, supporting the wellbeing of our colleagues and amending family-friendly policies to ensure they work for everyone.

Although it's important that we track and report our performance with the data presented in this report, it's also important that we pay attention to how our colleagues feel about coming to work. We're proud that 84% of colleagues feel that inclusion is embedded into their area of the business.

We will continue that work into 2025 and beyond. As we continue on our journey, we're determined to listen and take authentic action to increase inclusion and diversity across Veolia Ireland.



A handwritten signature in black ink, appearing to read 'John Abraham'.

John Abraham
Chief Operating Officer -
IWE UK, Ireland and Nordics