



FCC Environment (UK) Ltd Gender Pay Gap Report – April 2017



What is the gender pay gap?

From April 2017 the government has introduced gender pay gap reporting for all companies with more than 250 employees.

The gender pay gap shows the difference between the average hourly pay for men and women across all ages, roles and levels.

It differs from equal pay which is the right for men and women to be paid at the same rate of pay for work of equivalent value.

FCC Environment (UK) Ltd has a robust job evaluation process for all non-manual roles. This has enabled us to create a framework of pay ranges that avoids any gender bias.

Manual roles are determined by local market job rates and TUPE transfers. However, all manual roles are paid a rate for the job regardless of gender.



Our overall workforce is predominantly male, which is typical within the waste, energy and water industry that consists of 78%* men. We remain committed to improving gender balance, however with a long service workforce and transfer of employees into the business we recognise this will take time to change.

**Source: Energy & Utility Skills Workforce renewal & Skills Strategy: 2020*

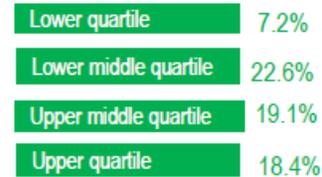
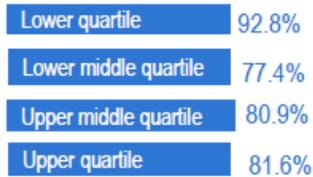
Our Statistics at a glance – snapshot date of 5 April 2017

Males Females

Median gender pay gap **-8.23%**
Mean gender pay gap **-4.61%**

Our gender pay gap **favours** females

80.99% of employees are male
19.01% of employees are female



Median bonus gender pay gap **11.67%**

Mean bonus gender pay gap **16.69%**

Our figures explained

Median and Mean gender pay gap



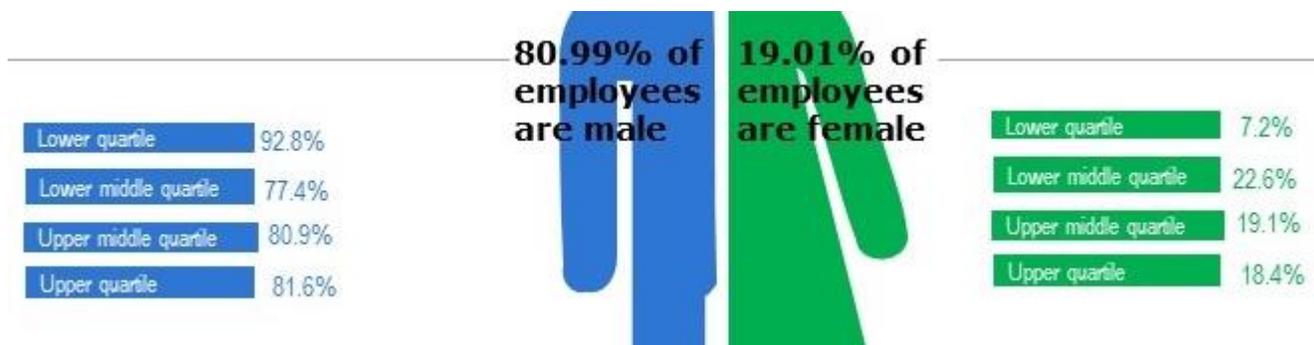
The gender bonus gap is the difference between the average hourly pay received by men and women within FCC Environment (UK) Ltd as at 5 April 2017. We're reporting two measures of our gender pay gap, the median and mean (average) gender pay gap. The median gender pay gap removes any influence of very high and very low pay.

The national median is 18.4% in favour of men. This rises to 19.6% within the utilities sector of which we form part.

Our figures show that both our median and mean hourly rates **favour** women in our workforce.

This is because we have a higher proportion of women in non-manual support and technical roles within the business. These roles are typically paid higher than male dominated manual roles.

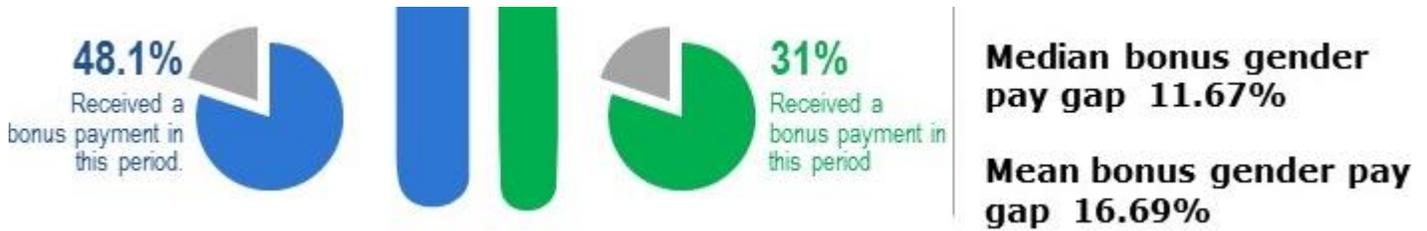
Pay quartiles – how is pay distributed?



The distribution of men and women is shown in pay quartiles which are calculated by splitting the whole workforce into four equal sized bands based on hourly pay, from highest to lowest. The percentage of men and women is calculated for each band.

The proportion of women employed within our organisation is 19.01%, which is broadly reflected across the majority of the quartiles with the exception of the lower quartile. The lower quartile is not representative of the wider gender split across the business primarily due to the relatively small number of women employed within manual roles.

What's our bonus gap?



The gender bonus gap is the difference between the average bonus received by men and women across FCC Environment at the snapshot date of 5 April 2017.

We operate two types of schemes – a group bonus scheme, which is primarily for non-manual staff and KPI schemes for site based staff. KPI schemes vary for each sector of the business.

Both types of schemes have various payment dates throughout the year. The snapshot date of 5 April 2017 only reflects those who received bonus during that period so does not capture all employees who were actually paid a bonus outside of the snapshot date.

During the snapshot date period 48.1% of males and 31% of females within the business were paid a bonus. Our median bonus gender gap was 11.67% in favour of men and our mean bonus gender pay gap was 16.69% in favour of men.

We are confident that we have equitable and fair schemes in place regardless of gender and the majority of employees receive a bonus payment at some point during a calendar year.





This statement confirms that the published information is accurate and is signed by

A handwritten signature in black ink, appearing to read 'P. Taylor', written over a white background.

PAUL TAYLOR
CHIEF EXECUTIVE OFFICER
FCC ENVIRONMENT (UK) LTD