

Gender Pay Gap Report 2023



Thalia
Waste Management

“ We understand that achieving true inclusion requires ongoing effort and commitment, and we remain dedicated to creating a workplace where everyone feels valued and has equal opportunities to succeed. ”

CEO foreword



At Thalia Waste Management, inclusivity is at the heart of our Values. We believe it opens doors to diverse talent, which will drive our business forward.

Our women bring a unique strength to Thalia, they're not here because of their gender, but because of their skills and dedication. I personally feel a sense of pride and privilege that we all work together to grow our business.

At Thalia, we're committed to our people's wellbeing, and especially a strong work-life balance. Our goal isn't just to build careers, but to nurture, while creating initiatives that will pave the way for inclusivity, so everyone thrives.

This year, Thalia Waste Management is proud to publish our first Gender Pay Gap report.

While we have fewer women across our business to what we'd like, we are making progress towards fair pay.

Our mean pay gap is -1.70%, and our median pay gap is -2.76%.

A handwritten signature in black ink, appearing to read 'Paco Hevia'.

Paco Hevia
Chief Executive Officer

I confirm the information and data reported is accurate as of the snapshot date 5 April 2023.

Improving gender balance at Thalia

At Thalia Waste Management our aim is to create a more diverse workforce. In our Gender Pay Gap report, we provide gender pay gap information for Thalia Waste Management and our **526 people**, who are based across the UK. In previous years our Gender Pay Gap has been reported by our previous Shareholder Amey Group. Thalia Waste Management is made up of various legal entities, with one main employing entity - Thalia Services Limited.

The results of our gender pay analysis are set out in this document.

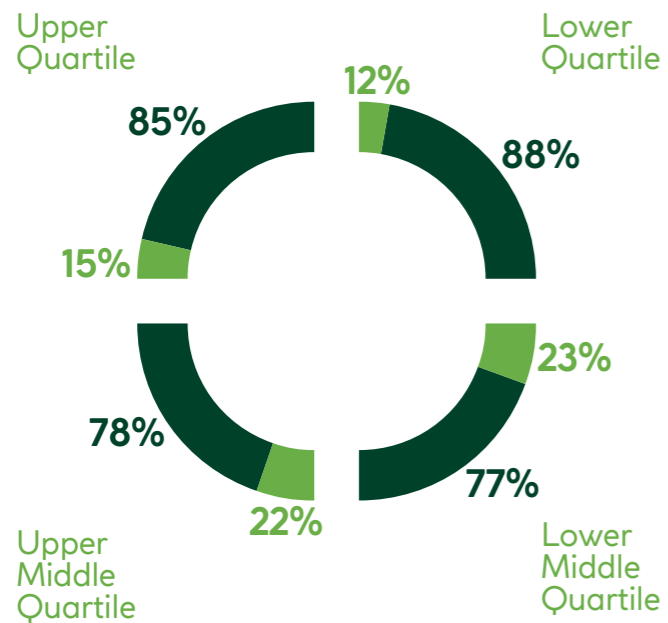
Proportion of total employees



82% Male **18% Female**

In 2023 we had 432 men, accounting for 82% of our workforce, and 94 women, representing 18%. This is an increase in women from previous years.

Proportion of men and women in each quartile of our pay structure



2022/2023 has seen an increase of 5% in women across the business slowly increasing the representation of women in an industry that is historically dominated by men.

The number of women in each quartile is quite evenly distributed, with an almost even number of women across both Middle Quartiles.

We have made good progress in increasing the number of women represented in our upper middle quartile this year, with women representing 22% of the quartile compared to 12% the previous year.

Thalia Gender Pay Gap

The **Gender Pay Gap** shows the difference in average pay between women and men. However, the gender pay gap does not measure equal pay. Equal pay is the practice of paying men and women equally for performing the same or similar work or work of equal value. Nationally, one of the main factors for gender pay gaps are that men tend to hold more senior or technical positions compared to women, within some organisations.

The **median** represents the middle point of a population. If you separately lined up all the women and all the men in a company in order of hourly pay, the median pay gap is the difference between the hourly pay for the woman in the middle of the data compared to that of a man in the middle of the data. Thalia's median gender pay gap is -2.76%.

The **mean gender pay gap** is the difference in the average hourly pay for women compared to men, within a company. Thalia's mean gender pay gap is -1.70%

-2.76% Median hourly Pay Gap

-1.70% Mean hourly Pay Gap

4.90% Median bonus Pay Gap

8.42% Mean bonus Pay Gap



Inclusion at our heart



As one of our values at Thalia Waste Management, 'Inclusion' remains a top priority. We recognise the importance of championing diversity, particularly in our operational areas like our Energy from Waste facilities, waste collections and Household Waste Recycling services. Women remain underrepresented in these areas.

We're committed to tackling the imbalance by actively working to improve the representation of women at all levels and in all roles. We have dedicated time and effort to refining our People Strategy and implementing policies and initiatives to advance our inclusion strategy.

This includes refining our recruitment approach through initiatives like Opening Doors, which aims to attract the most talented and diverse candidates. We have also taken steps to reduce bias in our recruitment processes by utilising gender-neutral advertising and blind CVs.

Additionally, we provide training to our staff to help them recognise and address unconscious biases.

We understand that achieving true inclusion requires ongoing effort and commitment, and we remain dedicated to creating a workplace where everyone feels valued and has equal opportunities to succeed.

Pay and benefits

- We continue to pay the Real Living Wage to our lower quartile employees which has a positive impact.
- Our cycle pay increases are reviewed via the Thalia Remuneration Committee to ensure anomalies are addressed and that increases are equitable.

Recruitment and attraction

At Thalia we've redefined our recruitment approach through initiatives like Opening Doors, which aims to attract the most talented and diverse candidates. We have also taken steps to reduce bias in our recruitment processes by utilising gender-neutral advertising and blind CVs.

Wellbeing and Support

Our Women in Waste network continues to grow from strength to strength and through the support of our first annual Women in Waste conference, we will focus this year on how this group can support our diverse representation and development of inclusion across Thalia.

Embedding policies to promote inclusion

- Family leave policy
- Remote working policy
- Keeping in Touch days during maternity, paternity, adoption leave
- E-learning courses on Elevate – our online learning and development tool.

Nurturing future female talent

Women in senior representation roles continues to increase, thanks to gender balanced succession planning. We continue to support our senior women with development plans and career support.

We understand that the industry we work in is seen as a typically male-orientated environment. Our aim is to continue to work with organisations, educational bodies, and charities to increase the number of women into STEM careers.



Inclusive



Ambitious



Collaborative



Responsible



Thalia's e-learning platform



**At Thalia Waste Management,
we see waste differently.**

Waste isn't just rubbish to us.

**We aim to eradicate the need
to use landfill for disposing of
waste materials. We see waste
as a resource to be reused,
recycled, or turned into energy.**

**Together we're transforming
today's waste into tomorrow's
energy.**

Thalia.co.uk

f [facebook.com/
ThaliaWasteManagement](https://facebook.com/ThaliaWasteManagement)

in [linkedin.com/company/
thalia-waste-management/](https://linkedin.com/company/thalia-waste-management/)

▶ [youtube.com/
@ThaliaWasteManagement](https://youtube.com/@ThaliaWasteManagement)

 **Thalia**
Waste Management