

## Veolia celebrates Sunday Times Best Places to Work hat-trick

10 months ago



The UK's leading resource management company, [Veolia](#) has been listed as one of the top "very big" companies for the third successive year in the Sunday Times Best Places to Work.

As the only resource management company to achieve this prestigious listing as a very big organisation, the company also achieved an excellent rating for employee happiness, confidence in management, diversity and inclusion, empowerment, job satisfaction and instilling pride at work.

The awards celebrate organisations with the highest employee engagement and wellbeing levels, as measured by the in-depth employee surveys carried out this year, and are only presented to companies who meet the strict engagement criteria. This achievement further recognises the success of the extensive programmes developed by Veolia to address the areas of employee experience, purpose, inclusion, diversity, and well-being. This includes Veolia Cares, a comprehensive package of employee benefits for everyone whenever they need some assistance, security and encouragement. These initiatives connect Veolia's people with their purpose of ecological transformation and the values that support their work.

Beth Whittaker, Chief Human Resources Officer, Veolia Northern Europe Zone said:

"To have been recognised as one of The Sunday Times Best Places to Work for a third year in a row is an amazing achievement which demonstrates our teams' pride in where they work and the meaningful difference they make every day.

"Our employee engagement metrics show excellent results which consistently outperform industry averages and show that our teams are vocal advocates for the organisation.

“At Veolia, we are committed to our purpose of ecological transformation and know that each and every one of our colleagues contributes to a more sustainable environment; the fact they celebrate their work environment too is fantastic!”

For available roles, please visit <https://careers.veolia.co.uk/>

#### Veolia Cares programme

The “Veolia Cares” programme aims to guarantee a common base level of social protection for the Group’s 213,000 employees, even in countries where there are no such legal requirements. Unprecedented in terms of its scope and scale, it gives each Group employee access to parental leave, health and death cover, support for carers, and the opportunity to dedicate one day a year to a charity or an environmental protection project.

#### Key stats:

- Only waste management company represented in the very big category
- Veolia has been placed for three consecutive years (2023, 2024 and 2025)
- 80% happiness score (vs 72% industry average)
- Very low ‘Well-Being Risk’ (17% vs 38% industry average)
- Strong confidence in management (80% vs 72% industry average)
- Low and decreasing ‘Flight Risk’ (14% vs 39% industry average)
- Promoter status for eNPS (Score of 36 in 2025, anything above 30 is classed as “promoter” rather than passive)
- Excellent D&I score (1 vs -1 industry average score)