

Introduction

At WaterWipes we live our values through a distinctive set of behaviours to achieve our shared purpose: **We Protect what is Precious to You**. The Executive Leadership Team remain committed to promoting an environment mirroring our values of Be Excellent, Be Respectful, and Be Brave. Our Diversity, Equity, Inclusion, and Belonging (DEIB) strategy has contributed to addressing the gender pay gap in the last 12 months.



Gender Pay Gap Information Act

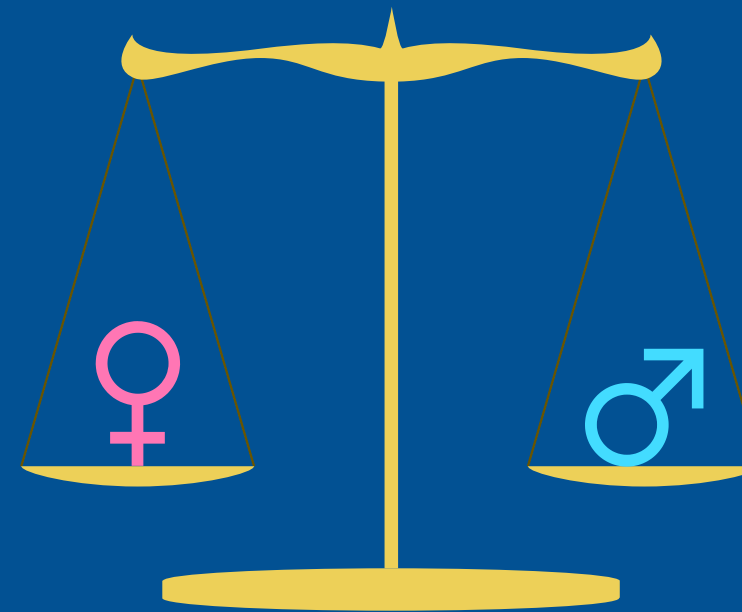
The Gender Pay Gap Information Act requires organisations to report on the hourly gender pay gap across a range of metrics. The Government of Ireland's regulations provide details on how these calculations should be made.

The Gender Pay Gap Information Act was first implemented in 2022, and currently requires organisations with more than 150 employees to report their gender pay gap annually.

This is the third year that companies in Ireland, like WaterWipes, are required to report on gender pay gaps as defined by legislation. In this report you will find our statistics on the gender pay gap, an explanation for the gap that exists, and our plans to address the findings.

(*The Gender Pay Gap Information Act is part of the Employment Equality Act 1998 (Section 20A) (Gender Pay Gap Information) Regulation 2022).

Overview Gender Pay Gap vs Equal Pay



The Gender Pay Gap is the difference between the average hourly earnings for all men and the average hourly earnings for all women across the organisation.

The Gender Pay Gap does not take into account different roles.

The Gender Pay Gap is not to be confused with Equal Pay. Equal Pay refers to men and women being paid the same for the same work.

Gender Pay Gap vs Equal Pay

A Gender Pay Gap does not indicate that a company does not provide Equal Pay.

It is possible for an organisation that pays its colleagues fairly and equitable to show a Gender Pay Gap.

A hand holding a pen over a document, with colorful paper figures in the background. The background is a light blue gradient with a dark blue diagonal stripe. The paper figures are in various colors: green, orange, yellow, purple, and pink. The hand is holding a pen over a document, and the document is slightly blurred.

Understanding the Gender Pay Gap

This year WaterWipes (Ireland) is reporting a Mean Gender Pay Gap of -1.09%. At present, approximately 42% of our workforce is comprised of women, and 58% is comprised of men. The main drivers of our Gender Pay Gaps are:

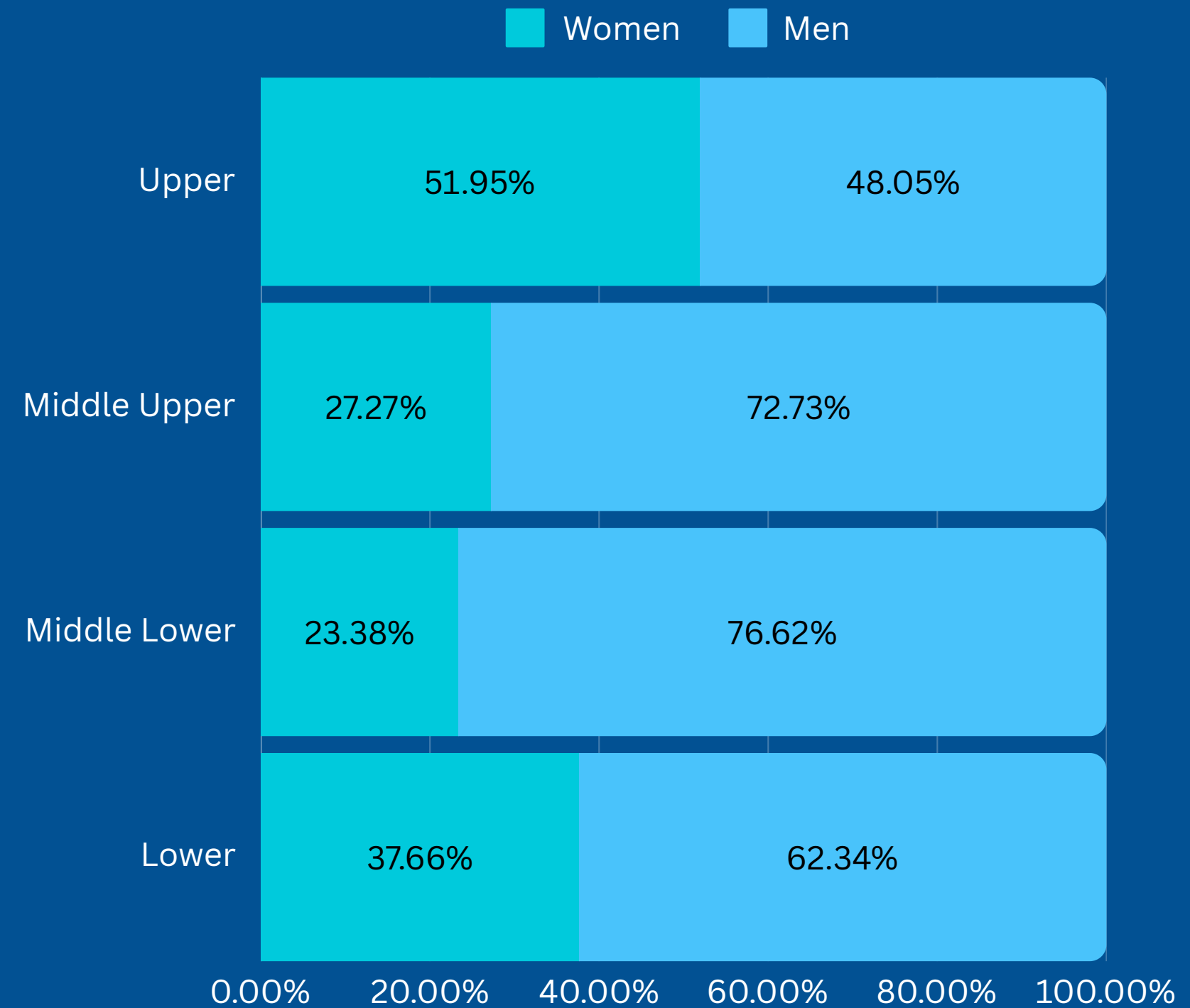
- Organisational distribution. The distribution of colleagues who are female are weighted more towards the more senior levels of the organisation compared to men colleagues. More senior roles typically correspond with higher pay and specific bonus schemes, increasing the Gender Pay Gap in favour of women.
- Occupational Segregation: A larger male employee population in entry-level and operations functions, which are typically lower-paying roles, contributes to the overall pay gap. This reflects traditional gender norms and job preferences in the manufacturing sector.

Gender Distribution by Pay Quartiles

In 2024, the gender distribution by pay quartiles shows a notable shift compared to 2023. The proportion of women in the lower quartile increased slightly from 35.71% to 37.66%. However, there was a significant decrease in the middle lower quartile, from 34.28% in 2023 to 23.38% in 2024. The middle upper quartile also saw a decrease in the proportion of women, from 50% in 2023 to 27.27% in 2024.

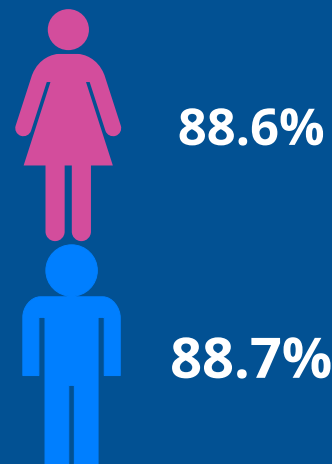
Conversely, the upper quartile saw an increase in the proportion of women, rising from 46.37% in 2023 to 51.95% in 2024. These changes indicate a shift in the distribution of female employees towards the upper quartile, suggesting progress in achieving gender balance at higher pay levels within the organization.

The use of quartiles enables us to review the distribution of male and female across the organisation.



Pay & Bonus Gap

Bonus Recipient



Mean Bonus Pay Gap: -8.62%

"In 2023, the mean bonus pay gap was 13.82%, indicating that, on average, men received higher bonus pay than women. However, in 2024, the mean bonus pay gap shifted to -8.62%, showing that women, on average, received higher bonus pay than men. This significant change suggests a positive movement towards gender pay equity in bonus distribution within the organization."

Median Bonus Pay Gap: -217.31%

"In 2023, the median bonus pay gap was -88.87%, indicating that, on average, women received significantly higher bonus pay than men. This trend intensified in 2024, with the median bonus pay gap widening to -217.31%. This substantial increase suggests a growing disparity in favor of women receiving higher bonus pay compared to men within the organization."

"For 2024 report, considering all colleagues regardless of role or eligibility there is no pay gap between female and male receiving bonus pay. In 2024, 88.6% of female employees received bonuses, compared to 85% in 2023. This increase indicates a positive trend in the proportion of women receiving bonuses, suggesting that the organization is making strides towards more equitable bonus distribution."



01

Mean Hourly Pay Gap: -1.09%

"In 2023, the mean hourly pay gap was -1.55%, indicating that, on average, women earned slightly more per hour than men. In 2024, this gap narrowed to -1.09%, suggesting a slight reduction in the disparity. This trend indicates a movement towards more balanced hourly pay between men and women within the organization."



02

Median Hourly Pay Gap: -10.47%

"Median Hourly Pay Gap: "In 2023, the median hourly pay gap was -25.78%, indicating that, on average, women earned significantly more per hour than men. By 2024, this gap had narrowed to -10.47%, suggesting a reduction in the disparity. This trend indicates progress towards more equitable hourly pay between men and women within the organization."

"For the 2024 report the hourly Median Pay Gap indicates, that when pay is ranked in ascending or descending order by gender, the hourly pay in the middle/midpoint for women is approximately -10.47% higher than the middle/midpoint hourly pay for men."

"We hold ourselves accountable to a gender pay gap action plan to strengthen representation and engagement."

Benefit in Kind Gap

Benefit In-Kind (BIK) are classified as non-cash benefits excluded under the definition of 'ordinary pay' (for example, healthcare allowances and pensions). There is a significant difference between the proportion of men versus women receiving BIK. The results include those who choose not to participate and thus are not receiving BIK.

In 2024, 28.9% of women and 43.3% of men received Benefits in Kind (BIK), compared to 2023 when only 6.89% of women and 6.74% of men received BIK. The significant increase in both genders receiving BIK in 2024 can be attributed to the company-wide introduction of healthcare benefits to all employees in November 2023.

However, the gap has widened since last year, which can be attributed to the higher percentage of men in the Lower, Middle Lower & Middle Upper pay quartiles. This suggests that while the overall distribution of BIK has improved, there is still a disparity in favor of men receiving these benefits."



Current Actions

Inclusive Culture

With a survey score of 83%, we proudly uphold a culture that values diversity and champions gender equity.

Retirement Age has increased - work longer, retire later!

Wellbeing & Healthcare Provisions

Flexible working - two day office model.

Family friendly policies - paid maternity, adoptive & parents leave.

Building Diverse Leadership

Colleagues had opportunity to grow in their roles, build leadership skills, and drive results through program, development, annual performance reviews, coaching and feedback programs.

Promoting Pay Transparency

Conduct regular pay audits to identify and address any gender pay disparities. Ensure that pay equity is maintained across all levels of the organization

Addressing the Gap

We hold ourselves accountable to a gender pay action plan to strengthen representation and engagement.

Currently woman comprise 51% senior leaders, 59% of mid-level leaders and 42% at all levels at WaterWipes..

Objective: Improve gender balance across all elvels, particularly in senior and mid-level leadership, while addressing any pay gaps.

Pay Equity Audit	Inclusive Hiring & Promotion Policies	Cultural & Bias Awareness Intiaitives
Career Progression & Leadership Development	Flexible & Inclusive Workplace Policies	Regular Monitoring & Accountability

At WaterWipes, we are proud of the strides we've made towards gender equity, as reflected in our latest gender pay gap results. Our commitment to fostering an inclusive and diverse workplace remains unwavering. Together, we will continue to break barriers, challenge norms, and create opportunities for all employees to thrive."

Lorraine Tiernan, VP People & Capability

