

# Gender Pay Gap Report

December 2023

**WaterWipes**

# Introduction from our CPO

We are delighted to present our Gender Pay Gap Report for full year 2023. Like that of last year we have a continued commitment to Diversity, Equity, Inclusion, and Belonging (DEIB) across our global operations.

Whilst our employee engagement scores remain strong particularly around DEIB, we have identified continued opportunity for improvement, growth, and wider development as a business.

Our ongoing focus in this area will include enhancements to our recruitment policies, promoting focused attention to achieving a gender balance in teams where a shift may be needed or a specific gender domination is evident, and most notably, a significant upweighted investment to our efforts in the area of career development.

Overall, our 2023 results will help both encourage and foster meaningful discussions and participation in our addressing any issues or imbalances.

The Executive Leadership Team and Board, remain committed to promoting an environment mirroring our values of Be Excellent, Be Respectful, and Be Brave.

**Aidan McKee**

*Chief People Officer (CPO)*



## What is Gender Pay Gap?

Gender Pay Gap (GPG) is the difference in average hourly wage of male and female employees across the whole workforce.

The mean is the average hourly pay point of all male and female employees

The median is the midpoint hourly pay point of all male and female employees

Organisations with 250 or more employees must now publish their gender pay gap figures annually.

**-1.55%**

**Mean gender pay gap**

the mean hourly rate is slightly higher for females

**26.78%**

**Median gender pay gap**

The median hourly rate is slightly higher for females

*In a nutshell at WaterWipes, in the reporting period 30th Dec 2023 (Data from 30th June 2023)*

# Why is Gender Pay Gap Reporting Important?

Bernard Longmore | VP Engineering



I believe the data indicates that WaterWipes has been progressive in the area of the GDP. WaterWipes has clear policies on these matters but further than that I believe that the associated values and behaviours are natural to all of our employees and no group is unfairly treated because of their identity. As a manager within WaterWipes I feel we have a genuine focus on fairness and our assessment of this issue shows that we are certainly maintaining a good track. Thanks to those involved on these efforts.

I have always believed that a person should be measured on their abilities to carry out a job function, and therefore there should not be any discrimination in the remuneration or any other benefits. Diversity and Inclusion were rated highly in the last GPTW survey; and looking at the production environment specifically, there is a high focus, independent of gender, on development of people to allow for multifunctional skilling of the teams.

The production environment is a regulated environment with all persons receiving the same benefits for the job categories they are operating in, and as such is a great example of gender neutrality in the workplace.



Sean Elton | Production Manager

The Gender Pay Gap report is important for the business to create visibility and remain transparent on Pay, BIK and Bonus. It is extremely beneficial for employees to have access to these figures along with the plans that the business has in place for the year ahead in order to address any gender gaps and to maintain diversity and inclusion on all levels. It gives WaterWipes the opportunity to focus on the improvements needed and to call out the importance of comprehensive Talent, People and Engagement strategies. I'm happy to see the gender pay gap 2022 figures being so low and look forward to the 2023 commitment to Diversity, Equity, Inclusion and Belonging.

Kerrie Matthews | Executive Assistant



It is important to me that WaterWipes is open and honest with regards to gender pay reporting. I want the business I work for to be transparent and answer questions that may arise if these gaps appear and show its employees that they are taking steps to reduce any gender pay gaps. By having an equal pay structure, it shows female employees that we are valuable to the business, we can recruit and retain the best employees regardless of gender, foster a diverse and inclusive workforce, and retain a positive reputation in the industry.



Claire Crowley | Business Partner HRIS, Rewards, Engagement

# What are we doing to address Gender Pay Gap?

As a certified GPTW we have proven that WaterWipes is a diverse and inclusive workplace and in 2023 we will have an enhanced focus on Diversity, Equity, Inclusion & Belonging aligned to our company Engagement Strategy which is underpinned by our key engagement pillars.

DEI&B (Diversity, Equity, Inclusion & Belonging)



Wellness



Recognition



Career Development



Social



Communication



To further improve the gender balance, we will be:

- Seeking feedback
- Building capability aligned to our talent strategy
- Learning from others
- Measuring progress
- Acting on results from Employee Engagement Survey in 2023



# Gender Pay Gap Reporting & Data

Reporting Criteria	Results
<b>1. Bonus</b>	<b>Female 84.48%</b>
	<b>Male 88.34%</b>
<p>The gender pay gap for bonus has increased slightly since last years report by 0.97%. This years figure is still very low (3.86%) continuing to highlight that there is only a slightly higher proportion of male employees than female employees who received a bonus during the relevant period. Our analysis shows that WaterWipes has more full-time male employees than female employees. All employees across the business are eligible for a bonus payment, subject to certain eligibility criteria (which applies equally to men and women), such as performance rating criteria and completion of probation.</p>	
<b>2. Benefit In Kind (BIK)</b>	<b>Female 6.89%</b>
	<b>Male 6.74%</b>
<p>The Gender Pay Gap for BIK has closed by 1.85% since last year, leaving a small gap of 15% for this years reporting period. The Cycle to Work scheme is available to all employees. WaterWipes also provides additional benefits-in-kind (healthcare and travel allowance) for 2 employee groups (VP's &amp; LTs). As there are more women in the roles that are eligible for these allowances, the proportion of female employees that received benefits-in-kind is marginally higher than male employees.</p>	
<b>3. Proportion of male and female employees in the lower, lower middle, upper middle and upper quartile pay bands</b>	<b>Lower Female 35.71%</b>
	<b>Lower Male 64.28%</b>
	<b>Lower Middle Female 34.28%</b>
	<b>Lower Middle Male 65.71%</b>
	<b>Upper Middle Female 50%</b>
	<b>Upper Middle Male 50%</b>
	<b>Upper Female 46.37%</b>
	<b>Upper Male 55.07%</b>
<p>There are fewer female employees to male employee across 3 of the 4 quartile ranges within WaterWipes. Within the "lower" and "lower middle" quartiles, the majority of roles are production operatives which is heavily male dominated. The "upper middle" quartile group comprises of 2 main job families (Core (excluding production operatives) and Specialist. This symbolises an increased skill requirement, specialism, experience and/or tenor, in last years report, we had fewer female employees to male employees. this year we see this number even out. In the "Upper" quartile, last year we saw a higher female percentage rate with a lower female population, this was due to 1 specific role, [as the most senior employee in the business, on the snapshot date in June 2022, was a woman]. This year we see that both the male population and percentage is higher. This is due to the most senior employee in the business being male.</p>	



Reporting Criteria	Results
<b>4. Mean hourly remuneration</b>	<b>All Employees -1.55%</b>
	<b>Part Time Employees N/A</b>
	<b>Temporary Employees 8.31%</b>
<p>The mean gender pay gap this year is -1.55%, this gap has reduced by 3.25% since last year. The total male mean hourly rate is slightly lower than the total female mean hourly rate. After analysis we have found that this is mostly due to the male employee population being dominant within the entry level and operations functions. This appears to be reflective of gender norms in terms of job preferences and particular skills. We also see differences surrounding mean pay due to length of service, salary increases along with entry level salaries varying due to experience and specialisms.</p> <p>Our Part Time gender pay gap cannot be determined due to not having any male employees currently availing of part time hours in the company.</p> <p>Our Temporary employee gender pay gap shows the male mean hourly rate is higher than the female mean hourly rate (8.31%). Last year there was a substantial gap which saw the mens mean hourly rate lower than the female mean hourly rate (-40.30%). This gap was reduced and this years result is due to roles in which men and women, respectively are covering (e.g. maternity leave) at different levels of the organisation, in that the more specialist, skilled roles have been taken up by male employees this year.</p>	
<b>5. Median hourly remuneration</b>	<b>All Employees -26.78%</b>
	<b>Part Time Employees N/A</b>
	<b>Temporary Employees 5.77%</b>
<p>The median gender pay gap this year is -26.78 meaning the total male median hourly rate is lower than the total female median hourly rate. Since last year, this gap has increased by 16.82%. After analysis we have found that this is mostly due to the male employee population being dominant within the entry level and operations functions which fall in the lower percentile range. This appears to be reflective of gender norms in terms of job preferences and particular skills. We also see differences surrounding mean pay due to length of service salary increases along with entry level salaries varying due to experience and specialisms.</p> <p>Our Part Time gender pay gap cannot be determined due to not having any male employees currently availing of part time hours in the company.</p> <p>Our Temporary employee gender pay gap shows the male median hourly rate is higher than the female median hourly rate (5.77%). Last year there was a substantial gap which saw the mens median hourly rate lower than the female median hourly rate (-65.42). This gap was reduced and this years result is due to roles in which men and women, respectively are covering (e.g. maternity leave) at different levels of the organisation, in that the more specialist, skilled roles have been taken up by male employees this year.</p>	
<b>6. Mean bonus remuneration</b>	<b>All Employees -74.43%</b>
<p>The gender pay gap for mean bonus is 13.82%. Since last years report we have closed the pay gap which at the time was -74.43%. We can largely attribute this years result to our most senior employee, at the time of the data snapshot date, being male. In last years report, our most senior employee was female.</p>	
<b>7. Median bonus remuneration</b>	<b>All Employees -291.24%</b>
<p>The gender pay gap for median bonus is -88.87%. Since last years report we have reduced the pay gap by 202.37%. We can largely attribute this years result to our most senior employee, at the time of the data snapshot date, being male. In last years report, our most senior employee was female.</p>	

## Conclusion

To achieve our ambitious strategy, we rely not only on the talent, capabilities and the behaviours of our people but also their engagement.

Through our policies and commitment to Diversity, Equity, Inclusion and Belonging (DEIB) we have confidence and faith that we will continue to provide an inclusive workplace for all, independently of gender, status or role.

**Alice Burns,**  
*VP Culture & Performance*

