



Gender Pay Gap Report 2020-2021

Better thinking, better water, better for you, better for the planet™

**Greg Pritchett, Managing Director
Waterlogic GB and Ireland.**

Our vision at Waterlogic is to create a working environment which embraces a fair, inclusive and diverse culture. Over recent years we have already made some significant progress to meet our commitment to reduce the gender pay gap across our business.

Under current legislation that came into force in April 2017 UK employers with greater than 250 employees are required to calculate, report and publish their gender pay gap. This report illustrates our commitment to reduce the gender pay gap across all areas of the business.

The 2020/2021 gender pay report covers the Waterlogic GB business. Based on the reporting requirements this report includes the mean and median differences in respect of hourly rate and reports on the distribution of bonus across our male and female population. The data is based on the snapshot date of 05th April 2020.

The results this year are significantly impacted by our the active workforce on the snapshot date and the higher number of exclusions in 2020 as a result of us accessing the UK government Furlough scheme. During the pandemic we had a number of our people across a variety of roles that were out of the business,

this disproportionately affected the support functions, whilst there remained a requirement to retain many of our field roles supporting mainly our customers classified as key workers, which are predominately male. Additionally, these roles have influenced our bonus pay reporting as we attached a COVID allowance to those roles that we deemed customer facing during the height of the pandemic.

Our results indicate that we still have a lot of work to do, if we want to meet our ambition to close the gender pay gap. However we are reassured that based on the sector that we are making positive progress. We are confident that the actions made throughout 2020 with the introduction of pay grades, benchmarking and our reward matrix will ensure that we have a clarity and ability to positively influence our progress.

Our 2021-2022 action plans will ensure that we can support a culture of inclusivity, that maintains focus and allow us to build our achievements to date. We recognise that the benefits of some of these initiatives could not be seen due to the actions taken as a result of the Pandemic, although we remain confident that future reports will present our progress.



“Creating a diverse and inclusive environment for our people that will enable us to attract and retain talent will not only support our business but will be an enabler to our success. Our diversity can be our strength.”

Waterlogic at-a-glance

Rate of Pay %

difference in gender

Mean	Median
12	5.4

Bonus Pay %

difference in

Mean	Median
54.4	7.3

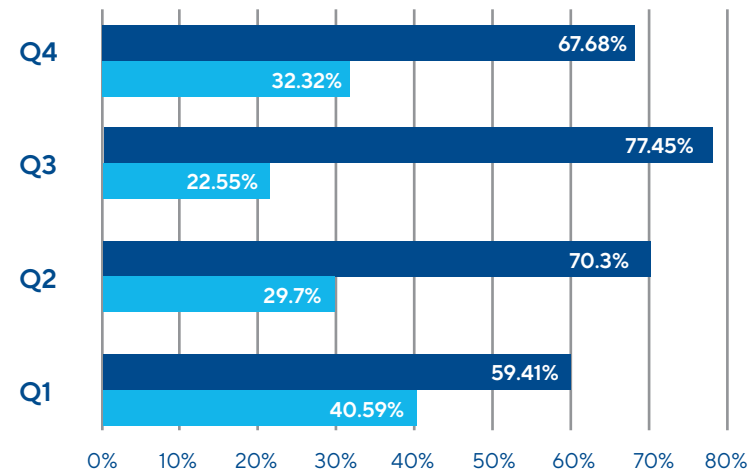
Bonus Pay %

received a bonus

Male	Female
61.8	46.7

% split between men and women

in each pay quartile



Gender Pay Reporting Explained

Our People Director Sonya O'Neill gives us an insight into what areas the gender pay gap report focuses on.

Hourly Rates of Pay

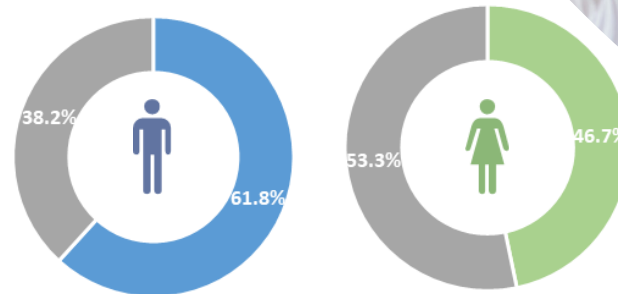
The mean hourly rate pay gap is driven by the number of men in senior management roles combined with the large number of higher paid male engineers occupying the two upper quartiles (with the upper middle quartile closing at approx. £30k per annum). The median pay gap is lower than the mean due to the large numbers of women that have moved into the higher pay quartiles this year.

Bonus Pay

Our mean bonus pay gap in 2020 has increased significantly from 2019 with the removal of bonus/commission from all roles throughout 2020 and being replaced by a COVID allowance for field roles that are predominantly occupied by male employees.. This year we have supported our commitment to improve our approach by removing commission across our field based roles and customer service in favour of a fixed salary.

The proportion of men and women who have received bonus pay has performed well due to the percentage and distribution of employees in scope.

Proportion of males and females receiving a bonus payment



Sonya Explains...

We have a real ambition and commitment to reduce our gender pay gap and have done a significant amount of work over the last 3 years on this journey. Progress has been slow, however i am confident that our actions to date and our plan for 2022 will ensure we retain focus on this key element of our diversity agenda.



Gender Pay Reporting Explained

Quartiles

During the pandemic we initially removed bonus and commission from all roles across the business. The impact of this in regard to gender pay was, that in recognition of our front-line workers we introduced a COVID allowance for our client facing roles meant that 111 more male employees were in receipt of a bonus /commission than our females.

How is pay distributed?

This data shows how our pay is distributed across four equally sized quartiles across our Waterlogic GB business.

Our challenge within the upper-quartile remains varied roles and associated grades included within this population.

Proportion of males and females in each quartile band	Male	Female
Upper quartile	67.68%	32.32%
Upper middle quartile	77.45%	22.55%
Lower middle quartile	70.30%	29.70%
Lower quartile	59.41%	40.59%



Improvements and Initiatives for 2022

Sonya Explains...

Through our 2020 - 2021 structure review we have increased the number of females employees within our Senior Management Structure accounting for 75% of all new appointments into senior management roles.

Further developments have been evident in our mean pay differentials. Whilst we saw a 0.32% on the last reported figure for our male employees, we have seen a larger increase in the mean pay rate for our female employees, as this has increased by 6% compared to our last submission. The mean rate of pay to female employees is now £12.37 per hour from £11.67 per hour.

Based on our harmonisation project started in 2020 we have been able to address some pay disparity across 3 of the 4 quartiles. In both the lower-middle and upper-middle quartiles women earned higher hourly rates than our male employees. In the lower quartile there was 14 pence differential vs. 30 pence in our 2019 submission

Over the last two years we have given increased focus on all aspects of recruitment, talent development and promotion activity through the implementation of new initiatives, which is delivering positive change. In addition to support our wider diversity and inclusion agenda we have established a working group who will inform on key initiatives and activities to ensure we can attract and retain diverse talent.

Some of the key new initiatives for 2022 includes:

- Use our succession planning to identify gender and ethnicity talent to improve diversity across our middle and senior management.
- Provide tools and guidance to hiring managers to attract increasing the levels of diversity amongst potential candidates across all roles with particular focus on females across our field based roles.
- Develop our grading structure to review gender across the various grades to see any new opportunities.
- As part of our talent management we will look to introduce mentoring schemes and encourage external networking for women in leadership.
- Build a diversity action plan with key objectives for 2022.

We have a clear and defined plan to make Waterlogic an inclusive environment for all.

Sonya O'Neill
People Director



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At Waterlogic, everything starts with the way we think about water. Behind every drop of Waterlogic water are years of knowledge, innovation and experience to deliver purified, great-tasting water in the safest and most sustainable way.

And because we design, manufacture, distribute, install and service our own water dispensers, you can enjoy unparalleled product quality including a range of consumables and accessories, and highly responsive Total Care service that is second-to-none.

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