

Gender Pay Gap Report

December 2022

WaterWipes

Introduction from our CPO

Diversity and Inclusion is at the heart of our Company values.
Be Brave. Be Excellent. Be Respectful.

We are passionate about creating and sustaining a positive and inclusive environment that promotes a culture of Excellence, Respect and Bravery.

We continuously review our Employee Experience through the lens of Diversity, Equity, Inclusion and Belonging.

In sharing our gender pay gap data we wish to assure you that we will continue to work towards strengthening our position of being an open and inclusive workplace.

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.

4.80%

Mean gender pay gap

The mean hourly rate is slightly higher for females.

9.96%

Median gender pay gap

The median hourly rate is slightly higher for females.

Reporting period 28th Dec 2022 (Data from 28th June 2022)

WaterWipes

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
1. Bonus	Female 83.73%
	Male 86.62%
<p>The gender pay gap for bonus is very low (2.89%) highlighting 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>	
2. Benefit In Kind (BIK)	Female 7.47%
	Male 7.27%
<p>WaterWipes provides benefits-in-kind (healthcare and travel allowance) for two employee groups (LT & VP). There are more females in these job families who are eligible for the relevant allowances, therefore, the proportion of female employees who receive benefit-in-kind is marginally higher than male employees (0.20%). All employees have access to the Cycle-to-Work Benefit In Kind scheme.</p>	
3. Proportion of male and female employees in the lower, lower middle, upper middle and upper quartile pay bands	Lower Female 42.85%
	Lower Male 57.14%
	Lower Middle Female 41.42%
	Lower Middle Male 58.57%
	Upper Middle Female 38.75%
	Upper Middle Male 61.42%
	Upper Female 52.85%
	Upper Male 47.14%
<p>There are fewer female employees to male employee across all quartile ranges. 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 the "Upper" quartile we see a higher female percentage rate with a lower female population, this is attributed to a specific role, [as the most senior employee in the business, on the snapshot date in June 2022, was a woman].</p>	
4. Mean hourly remuneration	All Employees 4.80%
	Part Time Employees -107.84%
	Temporary Employees -40.30%
<p>The mean gender pay gap is -4.80% meaning the total male mean hourly rate is slightly lower than the total female mean hourly rate. We have found that this is mostly due to the male employee population being dominant within 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 in addition to entry level salaries varying due to experience and specialisms.</p>	



Reporting Criteria	Results
5. Median hourly remuneration	All Employees -9.96%
	Part Time Employees -103.18%
	Temporary Employees -65.42%
<p>The median gender pay gap is -9.96% meaning the total male median hourly rate is slightly lower than the total female median hourly rate. After analysis we have found that this is mainly 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 in addition to level salaries varying due to experience and specialisms.</p>	
6. Mean bonus remuneration	All Employees -74.43%
<p>The gender pay gap for mean bonus is -74%. We can largely attribute this result to our most senior employee, at the time of the data snapshot date, being female.</p>	
7. Median bonus remuneration	All Employees -291.24%
<p>The gender pay gap for median bonus is -291.24%. We can largely attribute this result to our most senior employee, at the time of the data snapshot date, being 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

