

# 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)*

**WaterWipes**

# What are we doing to address Gender Pay Gap?

WaterWipes has proven to be a diverse and inclusive workplace and in 2024 we will continue to 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
- Continuing to act 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.</p> <p>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%).</p> <p>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 13.82%</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 -88.87%</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

We have continued to review and monitor our key initiatives in 2023 to ensure we are providing an inclusive workplace for all.

This year's report has provided us with an opportunity to examine the data and ensure our benefits, policies and practices are supportive of our equality, diversity & inclusion ambitions for next year.

**Lorraine Tiernan**

VP People & Capability

