



Gender Pay Gap Report 2024



We are committed to embracing equality and diversity, respecting individuals and creating an **all-inclusive culture.**

As required under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, we have calculated our gender pay gap for 2024.

The gender pay gap is the difference between the average earnings of men and women – who could be doing very different roles in the organisation and is not the same as equal pay, which looks at what men and women are paid for doing the same role.

At Zip Water, part of Culligan, we are passionate about building the most admired sustainable water business in the world through delivering premium water services and solutions that improve the health and wellness of consumers.

Our data has been produced based on a snapshot of data taken on 5th April 2024 (Period 1).

Total Employees:

286

Full Pay Relevant Employees:

269





Full Pay Relevant Employees:

Male: 203
Female: 66

Here's what our data shows...

1. The percentage of men and women in each hourly pay quarter:

Group:	% Male	% Female
Lower Quartile	63%	37%
Lower Middle Quartile	75%	25%
Upper Middle Quartile	90%	10%
Upper Quartile	75%	25%

The Mean hourly gender pay gap is 3.73% per hour.
The Median hourly gender pay gap is 12.04% per hour.

2. The percentage of men and women who have received bonus pay:

Group:	%
Proportion of Women	40.28%
Proportion of Men	74.30%

The Mean bonus gender pay gap is -26.19%.
The Median bonus gender pay gap is -128.59%.

Our Gender Pay Journey:

Our total workforce composition as of April 2024 is 25.2% women and 74.8% men. Our industry as a whole is male dominated, particularly in operational and engineering roles, however our goal remains to attract and retain talented people to our business. Our focus is to ensure the most diverse representation of high performing colleagues across all departments and functions. Today, 27% of our management roles are occupied by women, compared to 29% in 2023. Whilst this measure has reduced, we remain committed in ensuring the individual with the right skill performs the applicable role.

Having compared previous years data with the 2024 report, we are confident that we pay men and women equally for work of equal value across all roles, and that any difference from previous years is not an indication that this is due to gender. We continue to be committed to best practices and ethical values to support our diverse and inclusive workforce. Both our Mean and Median average pay gaps have reduced this year compared to 2023. This is reflective of our support to colleagues in lifestyle choices such as flexible working, hybrid working and part time working. We continue to think creatively in the way colleagues are rewarded, regularly reviewing our base salaries, introducing great benefits and reviewing our recognition schemes to celebrate outstanding performance. We have also seen a reduction in the Mean and Median bonus gap compared to the previous year. Whilst a higher proportion of males received bonuses compared to females, the actual bonus pay gap, highlights that women received a higher percentage of bonus. This is reflective of the number of women that are within management roles.

This year, we have also invested time and money into automating our Gender Pay Gap Data to ensure that this remains consistent and can be reviewed more frequently than the annual legislative requirements. This will support us to continue to focus on key areas in relation to equality, to include Learning and Development, Health and Wellbeing and Recruitment and Retention.

At Zip Water, throughout the organisation, we are committed to the principle of gender pay equality and will continue to be strategically focussed on driving diversity. We are proud of our 2024 gender pay gap results which have been prepared in line with mandatory requirements.



Sarah Williams
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Northern Europe & GCC



Water
at its best.

a *Culligan* company