

The Zip Water Gender Pay Gap Report 2023

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 2023.

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 5 April 2023 (Period 1).

266 Total Employees

250 Total 'Full Pay Relevant' Employees

186 Male 'Full Pay Relevant' Employees

64 Female 'Full Pay Relevant' Employees

Our data shows

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

Group:	% Male	% Female
Lower Quartile	55.6%	44.4%
Lower Middle Quartile	82.3%	17.7%
Upper Middle Quartile	90.5%	9.5%
Upper Quartile	69.4%	30.6%

The Mean hourly gender pay gap is 9.58% per hour. The Median hourly gender pay gap is 16.89% per hour.

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

Group:	%
Proportion of women	42.2%
Proportion of men	77.4%

The Mean bonus gender pay gap is -35.7%. The Median bonus gender pay gap is -167.3%.

Our Gender Pay Journey

Our total workforce composition as of April 2023 is 25.6% women and 74.4% men. Our industry as a whole is male dominated, particularly in operational and engineering roles, however our goal remains to attract the 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, 29% of our management roles and 31.1% of our non-management professional roles are occupied by women and we aim to continue to focus on increasing the diversity of our workforce through our recruitment and attraction approach, inclusive development programmes and ensuring that all of our people have the opportunity to grow and develop their career with us.

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.

Our 2024 action plan will ensure that we can continue to support a culture of inclusivity, that maintains focus and allows us to build on our achievements to date. We continue to encourage our colleagues to gain additional skills to progress within the organisation. We have ambitious targets for Learning & Development and many exciting roles and opportunities as the organisation continues to grow.

We continue to explore ways in which we can support colleagues to perform a meaningful role whilst maintaining other 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.

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 2023 gender pay gap results which have been prepared in line with mandatory requirements.

A handwritten signature in black ink, appearing to read "Sarah Williams".

Sarah Williams

HR Director Culligan UK