

# Gender Pay Gap Report

VWS (UK) Ltd is required by law to publish an annual gender pay gap report. This is its report for the snapshot date of 5 April 2017.

VWS (UK) Ltd is the leader and a long established solutions provider of water treatment solutions and services. We provide a comprehensive range of water re-use and recovery solutions, process water treatment, wastewater treatment, drinking water technologies and services to help maintain your systems - across municipal, industrial, scientific and healthcare markets.

VWS (UK) Ltd is committed to the principle of equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. It has a clear policy of paying employees equally for the same or equivalent work, regardless of their sex (or any other characteristic set out in this document).

## What is the gender pay gap?

Quite simply, it's the difference between the average hourly pay of women and men. It is not the same as equal pay, which compares a male and a female who work in the same or similar jobs, or carry out work of equal value. The gender pay gap looks at overall average pay based on gender, regardless of job role, geographic location, market forces, grade or other influences on rates of pay.

### The median pay gap

The median rate of pay is the middle salary, when average hourly rates of pay are ordered from lowest to highest. The median gender pay gap is the difference between the middle hourly rate of pay for men and women.

### The mean pay gap

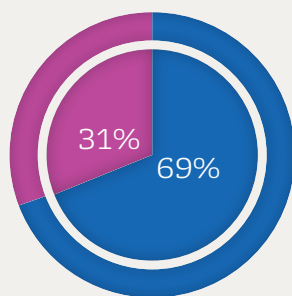
The mean pay gap is the difference between average hourly earnings.



## Gender pay gap highlights\*

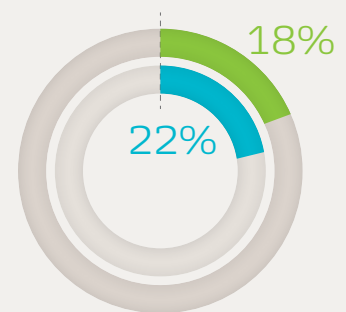
The split of VWS (UK) Ltd's workforce is as follows:

■ Male ■ Female



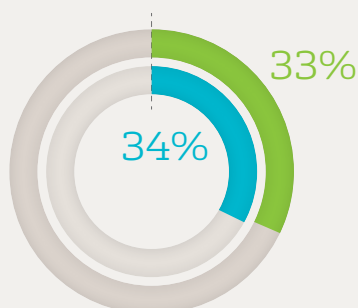
The mean gender pay gap for VWS (UK) Ltd is 18%.

The median gender pay gap for VWS (UK) Ltd is 22%.

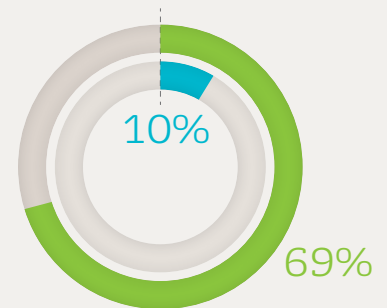


The mean gender bonus gap for VWS (UK) Ltd is 33%.

The median gender bonus gap for VWS (UK) Ltd is 34%.



The proportion of male employees in VWS (UK) Ltd receiving a bonus is 69% and the proportion of female employees receiving a bonus is 10%.

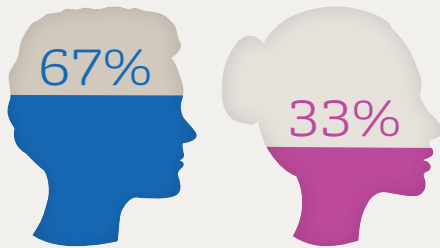


\*The figures set out have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

This is based on the number of males and females in the quartile, which is then analysed within the respective salary band.

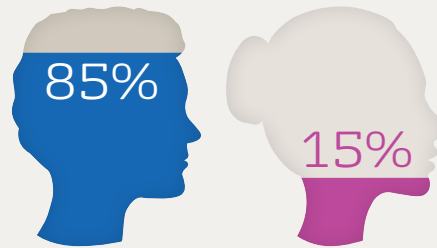
■ Male ■ Female

### A - Lower Quartile



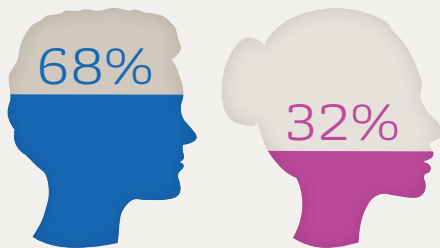
Includes all employees whose standard hourly rate places them at or below the lower quartile.

### C - Upper Middle Quartile



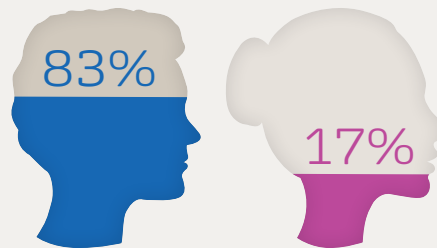
Includes all employees whose standard hourly rate places them above the lower middle quartile but at or below the upper quartile.

### B - Lower Middle Quartile



Includes all employees whose standard hourly rate places them above the lower quartile but at or below the lower middle quartile.

### D - Upper Quartile



Includes all employees whose standard hourly rate places them above the upper middle quartile.

VWS (UK) Ltd is therefore confident that its gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather it is driven by uneven distribution of men and women across the business, of the type of roles they do and the salaries these roles attract.

## What is VWS (UK) Ltd doing to address its gender pay gap?

VWS (UK) Ltd recognises that its scope to act is limited in some areas - it has, for example, no direct control over the subjects that individuals choose to study or the career choices that they make.

To date, the steps that VWS (UK) Ltd has taken to promote gender diversity in all areas of its workforce include the following:

- **Creating an evidence base**

- To identify any barriers to gender equality and inform priorities for action, in 2018 the organisation will introduce a gender monitoring system. In the coming year, VWS (UK) Ltd is also committed to:

- **Creating Opportunities**

- To continue to develop strong links with local schools and universities in order to educate students on potential careers we may offer and the skills required to undertake those careers.
- To up skill our current employees into alternative careers where possible

None of these initiatives will, of itself, remove the gender pay gap - and it may be several years before some have any impact at all. In the meantime, VWS (UK) Ltd is committed to reporting on an annual basis on what it is doing to reduce the gender pay gap and the progress that it is making.

Any further initiatives launched throughout the year will be reported on the company intranet.

Handwritten signature of Beverley Eagle in black ink.

**I, Beverley Eagle, HR Director**  
confirm that the information in this statement is accurate.