

# Zip Water's Gender Pay Gap Report 2021

We're 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 2021.

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:

Our data has been produced based on a snapshot of data taken on 5 April 2021.

- Total Employees: **290**
- Total Full Pay Relevant Employees: **266**
- Male Full Pay Relevant Employees: **186**
- Female Full Pay Relevant Employees: **80**

## Our data shows:

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

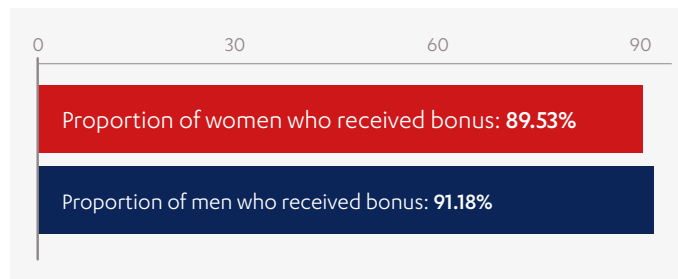
Group	% Males	% Females
Lower Quartile	55.2%	44.8%
Lower Middle Quartile	75.8%	24.2%
Upper Middle Quartile	79.1%	20.9%
Upper Quartile	69.7%	30.3%

### 2. The Mean hourly gender pay gap is -10.7% per hour

### 3. The Median hourly gender pay gap is 3.8% per hour

Further information can be viewed in the table on page 2:  
[Gender PAY Gap Report](#)

### 4. The percentage of men and women who received bonus pay:



### 5. The Mean bonus gender pay gap is -50.8%

### 6. The Median bonus gender pay gap is 39.2%

Further information can be viewed in the table on page 2:  
[Gender BONUS Pay Gap Report](#)



## Our Gender Pay Journey:

Our 2021 data was impacted by the pandemic with colleagues furloughed, customer demand suppressed which created volatility in commissions and sales performance bonuses, we therefore expect our next set of numbers to look different to those issued as at 5 April 2021.

Our goal remains to attract and retain talented people to our business, with a focus on ensuring the most diverse representation of high performing colleagues across all departments and functions. Today, 36% of our management roles (Team Leaders and above) and 45% of our non-management professional roles are occupied by women and we aim to continue to grow this number as we know that diverse teams make better decisions and deliver better results.

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, 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 focused on driving diversity. We are proud of our 2021 gender pay gap results, which have been prepared in line with mandatory requirements.



**Sarah Williams**  
HR Director Culligan UK

## Gender PAY Gap Report

Group	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
Mean pay males	8.89	10.50	13.08	25.46
Mean pay females	8.80	10.68	13.12	33.80
Pay gap (mean)	0.99%	-1.76%	-0.32%	-32.76%
Pay gap (median)	2.67%	-1.41%	-2.33%	-29.4%
Number of males	37	50	53	46
Number of females	30	16	14	20

## Gender BONUS Gap Report

Group	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
Mean pay males	353.22	650.61	1139.28	6773.92
Mean pay females	271.35	531.00	1381.57	10128.95
Pay gap (mean)	23.18%	18.38%	-21.27%	-49.53%
Pay gap (median)	20.1%	25.98%	-31.36%	-5.5%
Number of males	33	53	57	43
Number of females	33	13	9	22

