

Gender Pay Gap MWH Treatment 2021



Foreword

MWH Treatment is a sector leading solution provider operating across the UK water industry. Our truly integrated design and build culture offers a complete range of end-to-end services for all water and wastewater solutions from Major Capital delivery projects through to small capital maintenance schemes.

Our people are at the heart of everything we do. We attract and retain people from the strongest possible talent pool and provide opportunities to help our people reach their full potential regardless of their gender or background. Furthermore, we recognise the value and strength that having a diverse workforce bring us and always aim to draw on the skills and potential of the widest possible range of people and in doing so we will be stronger and better.

While we acknowledge that we have a gender pay gap this is not a consequence of management action but is rather a reflection of the industry in which we operate. Women make up a much smaller percentage of the workforce which is reflective of the fact that only 15% of applicants are female but successful applications as a percentage exceeds this. We are strongly addressing the challenge of attracting female applications. In 2021 32% of our Graduate intake were female and we continue to encourage female graduates. MWH have also introduced an Agile Working policy which allows staff increased flexibility in how and where they work. MWH are actively involved in STEM activities across the country within schools and we also encourage work experience within the business, making our industry attractive and accessible to females.

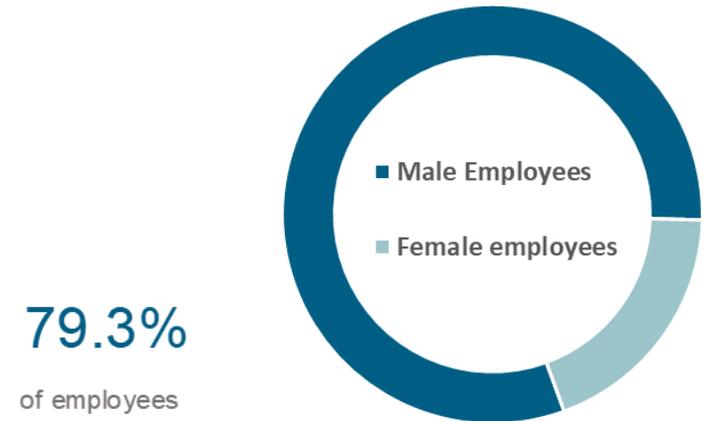
We have and will continue to take steps to address this issue and are confident that over time the gap will close.

I confirm that this report is accurate and provides our gender pay gap analysis at the snap shot date of 5 April 2021.



Paul Bresnan
Managing Director

Gender split at MWH Treatment



79.3%
of employees
are male

20.7%

of employees
are female



The Gender Pay Gap

What is the gender pay gap?

The UK Gender Pay Gap regulations requires reporting of the difference between the average and median of all women's pay and all men's pay; it is not an assessment of equal pay, which is an analysis of the pay of women and men in comparable roles. We are very confident that we pay equal pay for equal work.

MWH in the UK employs 684 people across two UK legal entities in the UK (MWH Treatment Limited (481 employees) and its subsidiary MWH Farrer Limited (203 employees) that provides design services). Whilst MWH Farrer does not meet the reporting threshold of 250 employees, we have chosen to voluntarily show our consolidated data.

The figures opposite represent the combined results for MWH in the UK across both entities.

How we calculate the data.

The mean gap is a calculation of the average hourly pay or bonus of a man in our organisation versus the average hourly pay of a woman, including all relevant additional payments and regardless of what they do in our organisation.

A median gap is a calculation of the exact mid-point between the lowest and highest-paid man in the organisation versus the equivalent woman.

Quartiles are calculated by ranking the pay for each employee from lowest to highest. This list is then divided into four equal sized groups of men and women.



Mean pay gap

20.7%

Median pay gap

24.2%

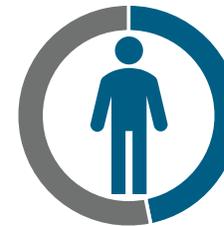
Mean bonus pay gap

45.5%

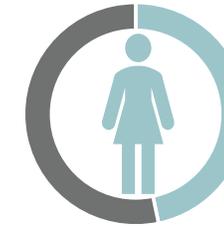
Median bonus pay gap

56.6%

% receiving a bonus



46.8%



46.7%

7.6% - 13 Employees
Upper Quartile

15.8% - 27 Employees
Upper Middle Quartile

22.2% - 38 Employees
Lower Middle Quartile

30.2% - 52 Employees
Lower Quartile



92.4% - 157 Employees
Upper Quartile

84.2% - 144 Employees
Upper Middle Quartile

77.8% - 133 Employees
Lower Middle Quartile

69.8% - 120 Employees
Lower Quartile

Closing the Gap

The current gender pay gap

The current pay gap is a reflection of the industry in which we operate. Currently women make up a smaller proportion of the workforce than men, in particular at senior levels. Those in senior positions within the organisation are also more likely to receive a bonus.

The industry has a challenge in attracting and retaining female employees and we want to be a leader in overcoming this challenge.

Addressing the challenge

Attracting the next generation

Our longer-term strategy is to overcome the gap via our graduate and apprenticeship programmes.

Our 2021 graduate intake includes 32% of females. We have proactively been involved with Universities to promote our business and to encourage and attract a diverse range of applicants. We encourage all of our existing graduates and apprentices to be involved in the recruitment and assessment process of any new intake.

We have an active group looking at STEM activities throughout the organisation to address the issue at grass roots level. They work tirelessly to connect with schools to promote engineering and the construction industry to young females.

We actively use our internal communications and social media campaigns to showcase our great female graduates and female leaders within our business.

Attracting women

We acknowledge that one of our primary challenges is attracting women to our industry and our business. During 2021, 15% of candidates interviewed for job vacancies were female and 17% of roles offered were to female candidates.

We will continue to review and track our recruitment processes (including language used in job descriptions) and job adverts, to ensure we can encourage and attract as diverse a range of applicants as possible. We also use a Gender Decoder for all our adverts to ensure the language we use encourages both male and female applicants. We will continue to monitor and track progress.

Flexible and Agile working

Flexibility is one of the key attractions of working at MWH Treatment. We continue to offer flexible working options wherever possible to support all our employees regardless of gender.

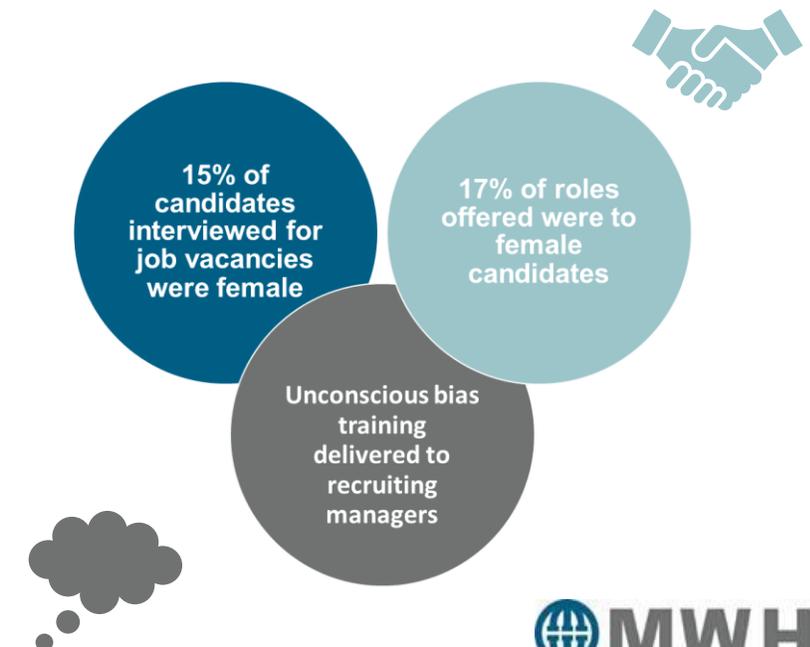
MWH have also introduced an Agile Working policy which allows staff increased flexibility in how and where they work.

Recommend a Friend

We encourage female applicants via our “recommend a friend” programme. We promote this through our internal briefings and our company communications.

Opening up the talent pool

We have reviewed our criteria and experience required for our job roles to open up the pool of talent, encouraging more diverse applications.



Retaining and Promoting Women

Retaining women

We have reviewed our succession & talent within our business and will look to step up females with support and development where we can.

Supporting women to return after maternity leave

We have a competitive maternity policy, offering enhanced maternity pay and a return-to-work bonus that encourages women to return after maternity leave.

Menopause

We are considerate of the issues that impact women within our organisation. Our current females have highlighted the effect that menopause has on their working life. To help support our females we have introduced a Menopause academy which gives practical help and support and connects our people to support each other.

Removing unconscious bias

Specific unconscious bias training has been delivered to senior managers and anyone who is involved in recruitment decisions. This is embedded across the business through learning interventions and incorporated into our values and behavioural competency model.

British Waters Women in Water conference

MWH Treatment continues to support Women in Water and 13 people attended the event this year. It was a fantastic opportunity for us to be involved in a prestigious event of significant importance to our business and the water industry as a whole.

The event focused on 'Empowering empowered women' and had the aim to support women in the industry with their career and personal development.

This event was part of British Waters Women in Water campaign, which assists in providing access to mentoring programmes, highlighting best practice in the industry and raising the profile of the need to increase diversity across the sector. This year we gave our females the opportunity to apply for this programme and secured 3 mentoring places out of 10. This was a fantastic result for our upcoming female leaders.



Our Gender Pay Gap Split by Entity

MWH Treatment Limited

Employed 481 people as at 5 April 2021, working in operational, delivery and support services.



80.0%
of employees are male



20.0%
of employees are female

Mean pay gap
22.4%

Median pay gap
25.1%

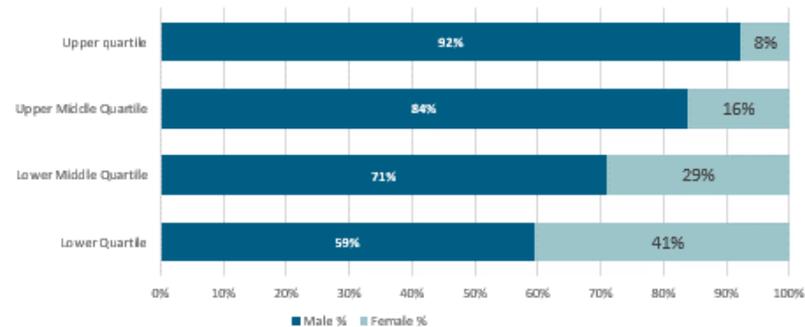
% receiving a bonus



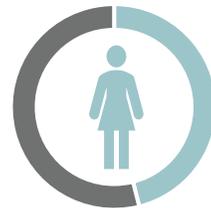
Mean bonus pay gap
46.7%

Median bonus pay gap
60.3%

Quartiles



48.0%



MWH Farrer Limited

Employed 203 people as at 5 April 2021, working predominantly in process and all engineering disciplines.



83.3%
of employees are male



16.7%
of employees are female

Mean pay gap
16.6%

Median pay gap
16.1%

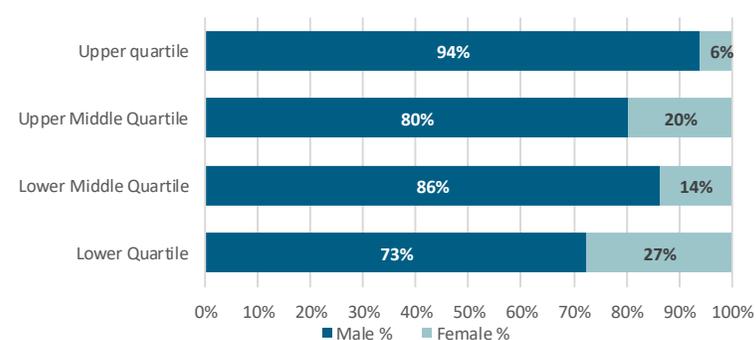
% receiving a bonus



Mean bonus pay gap
42.7%

Median bonus pay gap
42.6%

Quartiles



44.1%

