



Building an inclusive and diverse workforce for our future

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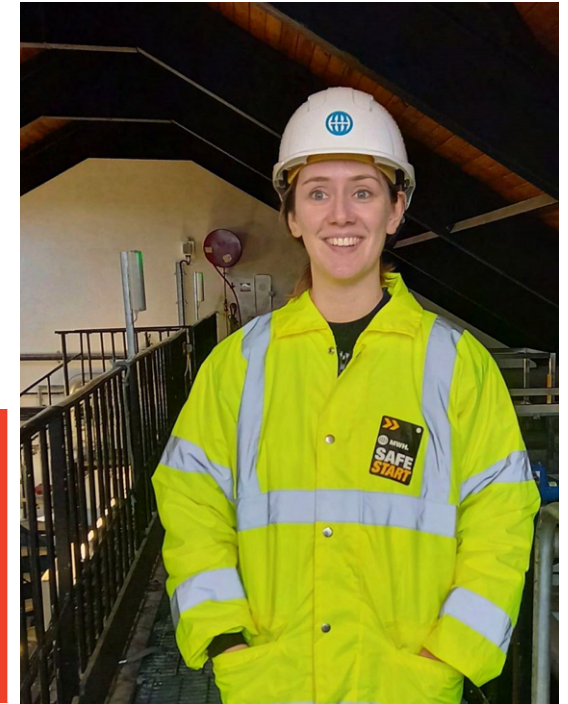
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# INTRODUCTION

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 over £120m major projects through to minor capital.

We constantly push innovation and collaboration boundaries, including our internationally awarded Digital Delivery strategy, supporting our clients in outperforming their regulatory challenges.

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 unfortunately this is reflective of the industry we operate in which is predominantly male dominated particularly at a senior level. Currently women make up a much smaller percentage of the workforce. We have and will continue to take steps to address this issue and are confident that over time the gap will close.

## Key takeaways

- The year has seen the mean pay gap remain broadly aligned with the prior year with small improvements being seen in both of our businesses.
- The mean bonus gap has however increased.
- We have observed an upward trend in female representation in the upper middle pay quartile for MWH Treatment which is our largest employing organisation.
- Our commitment to using the data to direct meaningful change remains, and we continue to regularly monitor our data and identify long-term trends.





# GLOSSARY

Regulations require us to report on two measures of our gender pay gap: the median and the mean. Throughout this report, both figures give slightly different insights into the distribution of pay and bonus data.

## GENDER PAY GAP

The gender pay gap is the difference between the average (mean or median) earnings of men and women across a workforce. It is calculated using a method prescribed by the government that determines relevant employees to be included in the calculations and the earnings that form the basis of these calculations.

## THE MEDIAN GENDER PAY GAP FIGURE

This is the difference between the hourly pay of the median man and the hourly pay of the median woman.

The median for each is the man or woman who is in the middle of a list of hourly pay ordered from highest to lowest paid.

A median involves listing all the numbers in numerical order. If there is an odd number of results, the median is the middle number. If there is an even number of results, the median will be the mean of the two central numbers.

Medians are useful to indicate what the 'typical' situation is. They are not distorted by very high or low hourly pay (or bonuses). However, this means that not all gender pay gap issues will be picked up. They could also fail to highlight effectively where the gender pay gap issues are most pronounced in the lowest-paid or highest-paid employees.

## EQUAL PAY

The gender pay gap is different from equal pay. The Equality Act 2010 gives both women and men the right to equal pay for equal work, with women and men being legally entitled to be paid at the same rate for like work, work rated as equivalent and work of equal value.

## THE MEAN (AVERAGE) GENDER PAY GAP FIGURE

The mean gender pay gap figure uses the hourly pay of all employees to calculate the difference between the mean hourly pay of men and the mean hourly pay of women.

A mean involves adding up all the numbers and dividing the result by how many numbers there are in the list.

Means are useful because they place the same value on every number they use, giving a good overall indication of the gender pay gap, but very high or low hourly pay can 'dominate' and distort the figure.

## BONUS GAP

The gender bonus gap is the difference between the average bonus received by men and women on our snapshot date.

## HOURLY PAY

The gender pay gap is based on hourly pay excluding overtime. Hourly pay is the sum of ordinary pay and any bonus pay (including any pro-rated bonus pay) that was paid in the pay period that ends on our snapshot date.

## PAY QUANTILES

Pay quantiles are used to show how the representation of men and women varies throughout an organisation. Pay quantiles are calculated by splitting the whole workforce into four equal-sized bands based on hourly pay, from highest to lowest. The percentage of men and women is calculated for each band.

Pay quantiles show the percentage of male and female employees in four equally sized groups based on their hourly pay and give an indication of gender representation at different levels of the organisation.



# BUSINESS DATA

This report is prepared in accordance with legislation that came into force in April 2017, in which UK employers with more than 250 employees are required to publish their gender pay gap using a snapshot date of 5 April each year.

MWH in the UK employs 988 people across two UK legal entities in the UK (MWH Treatment Limited (695 employees) and MWH Farrer Limited (293 employees)).



# MWH Treatment

MWH Treatment is a leading solution provider across the UK water industry with a 200-year legacy. Underpinned by process-intelligent, multidisciplinary engineering, procurement, delivery and commissioning professionals, its focus is on the safe, resilient delivery of sustainable solutions to the water sector.

MWH Treatment constantly pushes innovation and collaboration boundaries, including an internationally awarded digital delivery strategy that supports clients in outperforming their regulatory challenges. By collaborating, innovating and integrating resilient solutions, it aims to redefine construction, delivering efficiency and sustainability for clients and their customers. This is evidenced by the longevity of relationships, solutions produced, awards achieved and an exemplary health, safety and environmental record across all regions and supply chains.

## What was the gender split?



## What was the gender pay gap?



## What was the gender bonus pay gap?



## What proportion of each gender received bonus pay?



## What was the gender split by pay quartile?

	Men	Women
Upper	87.3%	12.7%
Upper middle	87.9%	12.1%
Lower middle	74.7%	25.3%
Lower	55.2%	44.8%

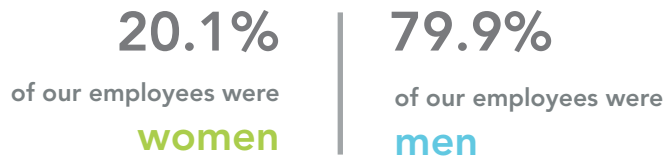
## Hourly pay gap and bonus pay gap (the amount earned by a woman for every £1 earned by a man)



Part of the MWH group of businesses, with a 200-year legacy, MWH Farrer is a leading solution provider across the UK water industry. Underpinned by process-intelligent, multidisciplinary engineering, procurement, delivery and commissioning professionals, its focus is on the safe, resilient delivery of sustainable solutions to the water sector.

A truly integrated design delivery culture enables MWH Farrer to provide a complete range of end-to-end services for all water and wastewater solutions, from major programmes and projects to minor capital delivery maintenance, process optimisation and operations, enhanced by a commitment to make a positive impact on the environment and the community it serves and operates in.

## What was the gender split?



## What was the gender pay gap?



## What was the gender bonus pay gap?



## What proportion of each gender received bonus pay?



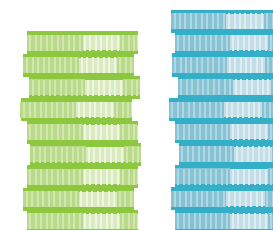
## What was the gender split by pay quartile?

	Men	Women
Upper	91.8%	8.2%
Upper middle	84.9%	15.1%
Lower middle	72.6%	27.4%
Lower	70.3%	29.7%

## Hourly pay gap and bonus pay gap (the amount earned by a woman for every £1 earned by a man)

Mean hourly pay gap  
**£0.82**

Median hourly pay gap  
**£0.80**



Mean bonus pay gap  
**£0.46**

Median bonus pay gap  
**£0.31**



# UNDERSTANDING OUR GAPS

We have seen a reduction in the gap for the majority of reported businesses in April 2024 compared to April 2023, with 70% of businesses increasing their gender diversity.

As is a common trend seen in many industries, a gender pay gap exists within MWH. Broader societal issues such as historical perceptions of roles suited to a particular gender and under-representation of women in science, technology, engineering and mathematics (STEM) during education continue to directly impact the shape of our business and hinder gender representation throughout the industry.

**Times Higher Education** reports that fewer than one in six female students chooses a STEM degree, while a 2024 **report by the Institution of Engineering and Technology** indicates that although the percentage is increasing, women make up just 29% of the STEM workforce. A **report by the Royal Academy of Engineering** suggests that across STEM-related careers, there is an under-representation of women in more senior and higher paid roles, with men representing over 90% of upper pay quartiles. Finally, according to the same report, women are considerably less likely than men to continue in STEM careers after the age of 45, citing work–family conflict; lack of opportunity and promotion; and sexism.

## WHY HAVE WE GOT A GAP

Currently women make up a smaller proportion of the workforce than men. Whilst we have a predominance of women at more junior levels with fewer women in senior leadership roles, our Senior Leadership Group has seen an increase in the number of females to 25%.

Annual bonuses are only awarded at certain career levels. Again, the staff at this level are more likely to be male. This therefore has an impact on the gender bonus pay gap statistics as reported. Our construction staff tend to be male, very few are female as the work is seen to be a male dominated area. This is indicative of the type of work performed and the view of this work in the wider society.

However, our STEM programme works actively to change this in the longer term.

We do understand our challenges and we are playing our part to address this issue at grass roots level by being actively involved in STEM activities across the country and in developing plans to address the issue on how we attract more women into the industry.







# WHAT WE ARE DOING TO IMPROVE OUR REPRESENTATION

Whilst we recognise that meaningful change will take time, we are committed to creating an environment in which every employee can reach their full potential. By living our values and demonstrating visible leadership we can ensure we can continue to create a culture that is open and honest and where our people feel supported to realise their ambitions and goals for the future.

## ATTRACTING WOMEN

We acknowledge that one of our primary challenges is attracting women to our industry and our business. In 2024, 26% of new people who joined our organization were female. We 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 will continue to monitor and track progress.

We now have a best-in-class maternity and paternity policy within our industry and are also trialling different flexible working patterns.

We have a clear Diversity and Inclusion strategy that guides our approach to promoting equal opportunities for all employees.

## 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.

We are currently rolling out unconscious bias training to all employees.

26% of new people who joined our organisation were female

25% of the graduate intake were female

Best in class maternity and paternity policy within our industry

## BRITISH WATERS WOMEN ON WATER CONFERENCE

MWH Treatment once again supported the British Waters Women on Water conference with a selection of our females attending the yearly event. This always creates 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.

This event was part of British Waters Women on Water campaign which raises awareness of the challenges women face in the industry, highlighting best practice in the industry and raising the profile of the need to increase diversity across the sector.



## SUPPORTING WOMEN TO RETURN AND REMAIN AFTER MATERNITY LEAVE

We will continue to support women who return to work from maternity leave, now offering a best-in-class enhanced maternity pay within our industry.

Flexibility is one of the key attractions of working at MWH Treatment. We will continue to offer flexible working options and have enhanced our offering this year, trialling further flexible working patterns to all our employees regardless of gender.

Over the last few years there has been a 100% maternity return rate which is a positive indication that the environment is supportive of women returning.

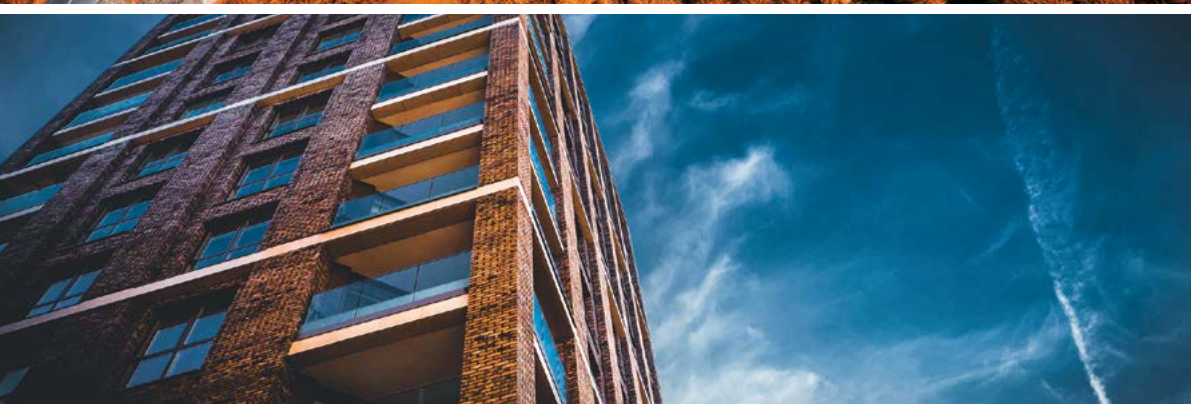


## ATTRACTING THE NEXT GENERATION

**We continue to see positive movements in our graduate intake with 25% of our intake being female. We have proactively been involved with Universities to promote our business and to encourage and attract a diverse range of applicants. We encourage all our existing graduates to be involved in the recruitment process of any new intake.**

**Our strategy is to engage with 5 diverse schools in each region with an aim to carry out 2 STEM activities per region per month as a minimum. We currently have 40 STEM ambassadors across our business.**

**We recognise that more needs to be undertaken to address the imbalance and we also know that it will take a long time to change but we will continue to make steps to change and drive improvements.**



Statutory declaration: I confirm that the data and information presented in this report are accurate and meet the requirements of the UK Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.