



Gender Pay Gap MWH Treatment 2020

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 £100m 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.

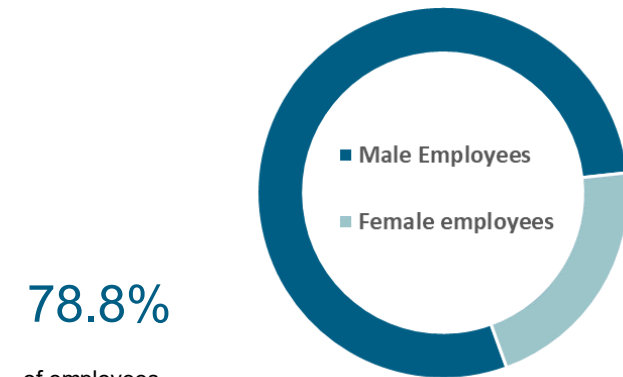
While we acknowledge that we have a gender pay gap unfortunately this is reflective of the industry we operate in which is predominantly male dominated particularly at a senior level. Currently women make up a much smaller percentage of the workforce. We have and will continue to take steps to address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

I confirm that this report is accurate and provides our gender pay gap analysis at the snap shot date of 5 April 2020.



Paul Bresnan
Managing Director

Gender split at MWH Treatment



78.8%

of employees
are male

21.2%

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 confident that we pay equal pay for equal work.

MWH in the UK employs 652 people across two UK legal entities in the UK (MWH Treatment Limited (469 employees) and MWH Farrer Limited (183 employees)). 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

26.9%

Median pay gap

30.5%

Mean bonus pay gap

51.6%

Median bonus pay gap

52.8%

% receiving a bonus



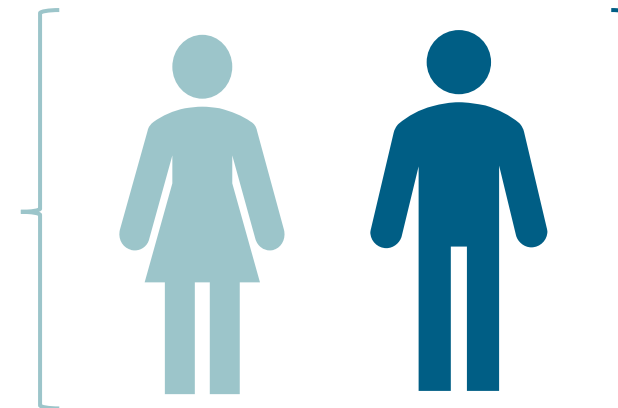
45.1%



38.9%

Quartiles:

6.2% - 10 Employees
Upper Quartile
16.0% - 26 Employees
Upper Middle Quartile
26.4% - 43 Employees
Lower Middle Quartile
36.0% - 59 Employees
Lower Quartile



93.8% - 152 Employees
Upper Quartile
84.0% - 137 Employees
Upper Middle Quartile
73.6% - 120 Employees
Lower Middle Quartile
64.0% - 105 Employees
Lower Quartile

Our Gender Pay Gap Split by Entity

MWH Treatment Limited

Employed 469 people as at 5 April 2020, working in operational, delivery and support services.



76.5%
of employees are male



23.5%
of employees are female

Mean pay gap
28.4%

Median pay gap
30.7%

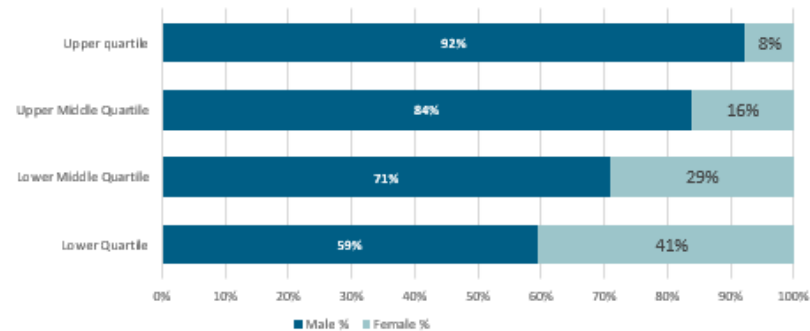
% receiving a bonus



Mean bonus pay gap
54.4%

Median bonus pay gap
51.8%

Quartiles



46.5%



MWH Farrer Limited

Employed 183 people as at 5 April 2020, working predominantly in process and all engineering disciplines.



84.7%
of employees are male



15.3%
of employees are female

Mean pay gap
22.4%

Median pay gap
20.0%

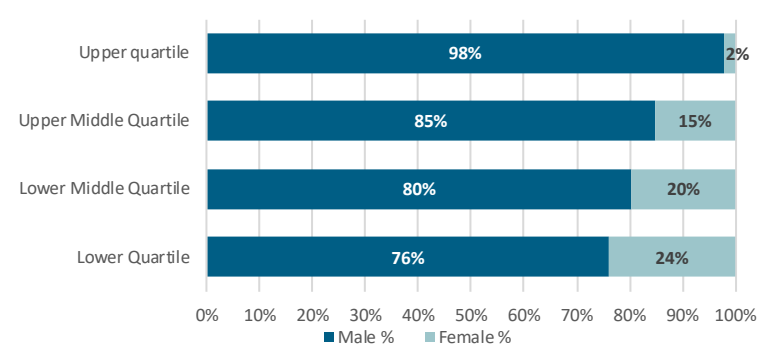
% receiving a bonus



Mean bonus pay gap
47.4%

Median bonus pay gap
38.2%

Quartiles



42.0%



Closing the Gap

Why have we got a gender pay gap?

Currently women make up a smaller proportion of the workforce than men. We have a predominance of women at the more junior levels with fewer women in senior leadership roles. 2020 has seen a small shift within the mix of staff in the mid to low tiers.

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 weekly paid direct 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.

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.

Closing the gap

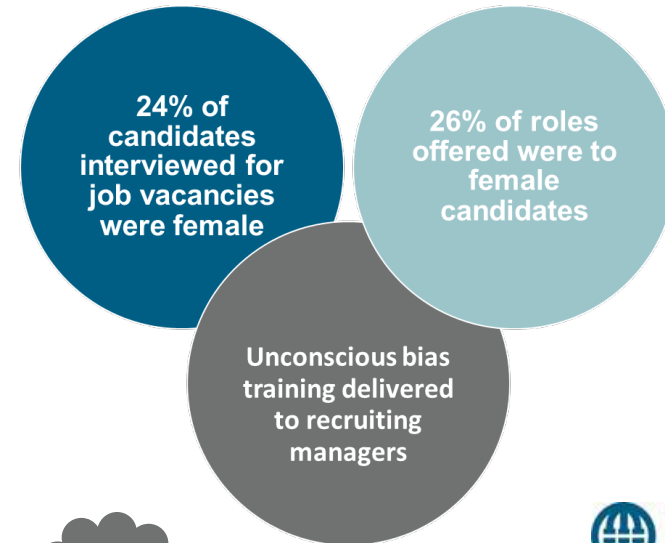
We recognise that there are several areas to address to improve our gender pay gap.

Attracting women

We acknowledge that one of our primary challenges is attracting women to our industry and our business. In 2020 24% of candidates interviewed for job vacancies were female and 26% of roles offered were to female candidates. This is an improvement from 2019 and 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 will continue to monitor and track progress.

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.



Promoting Women in our Industry

British Waters Women in Water conference

MWH Treatment hosted the British Waters Women in Water conference at the Soapworks on the 16th October. This 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.



Supporting women to return and remain after maternity leave

We will continue to support women who return to work from maternity leave, offering enhanced maternity pay and a return-to-work bonus after returning for a period of 6 months.

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

Since 2017 there has been a 94% maternity return rate which is a positive indication that the environment is supportive of women returning.

Attracting the next generation

We saw a positive movement from 2018 to 2019 engineering graduate and apprentice intake from 17% to 26% 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 and apprentices to be involved in the recruitment and assessment process of any new intake.

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.