



MWH
Treatment

MWH Treatment Gender Pay Gap

2023



Foreword

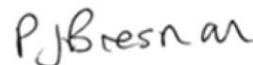
MWH Treatment is a sector leading solution provider operating across the UK water industry. Our truly integrated design and build culture offers a complete range of end-to-end services for all water and wastewater solutions from over £120m major projects through to minor capital.

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.

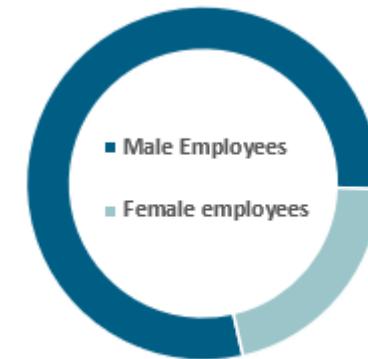
While we acknowledge that we have a gender pay gap unfortunately this is reflective of the industry we operate in which is predominantly male dominated particularly at a senior level. Currently women make up a much smaller percentage of the workforce. We have and will continue to take steps to address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

I confirm that this report is accurate and provides our gender pay gap analysis at the snapshot date of 5 April 2023.



Paul Bresnan
Chief Executive Officer

Gender split at MWH Treatment



79.1%

of employees
are male

20.9%

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 915 people across two UK legal entities in the UK (MWH Treatment Limited (619 employees) and MWH Farrer Limited (296 employees)).

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.

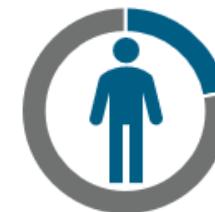
Mean pay gap

23.4%

Mean bonus pay gap

44.4%

% receiving a bonus



22.0%

Median pay gap

25.8%

Median bonus pay gap

27.1%



34.7%

8.8% - 20 Employees

Upper Quartile

14.4% - 33 Employees

Upper Middle Quartile

24.3% - 56 Employees

Lower Middle Quartile

35.8% - 82 Employees

Lower Quartile

91.2% - 208 Employees

Upper Quartile

85.6% - 196 Employees

Upper Middle Quartile

75.5% - 173 Employees

Lower Middle Quartile

64.2% - 147 Employees

Lower Quartile

Our Gender Pay Gap Split by Entity

MWH Treatment Limited

Employed 545 people as at 5 April 2022, working in operational, delivery and support services.



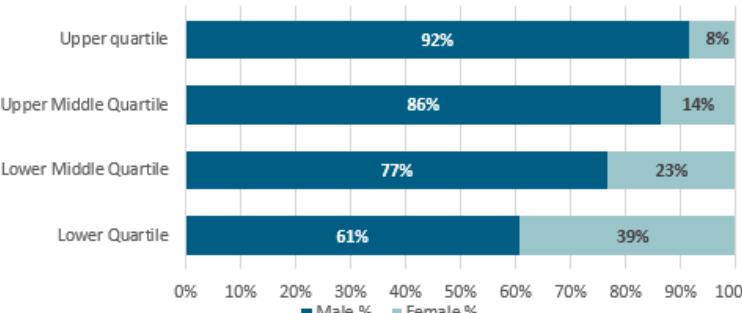
Mean pay gap
25.5%

Median pay gap
27.7%

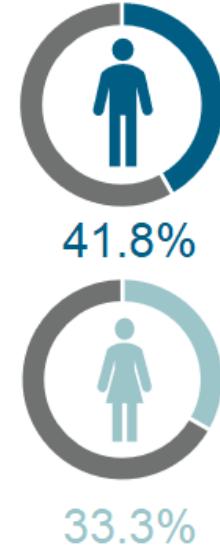
Mean bonus pay gap
48.8%

Median bonus pay gap
-14.4%

Quartiles



% receiving a bonus



MWH Farrer Limited

Employed 246 people as at 5 April 2022, working predominantly in process and all engineering disciplines.



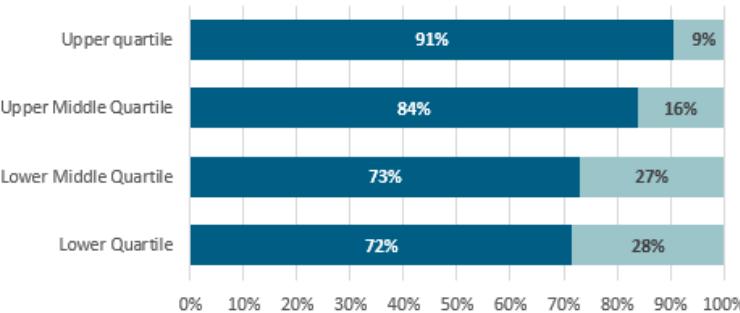
Mean pay gap
18.7%

Median pay gap
22.6%

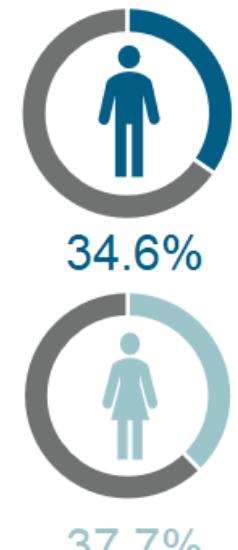
Mean bonus pay gap
30.6%

Median bonus pay gap
49.7%

Quartiles



% receiving a bonus



Closing the Gap

Why have we got a gender pay 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, 2023 continues to see a shift within the mix of staff at all levels. 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.

Closing the gap

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

Attracting women

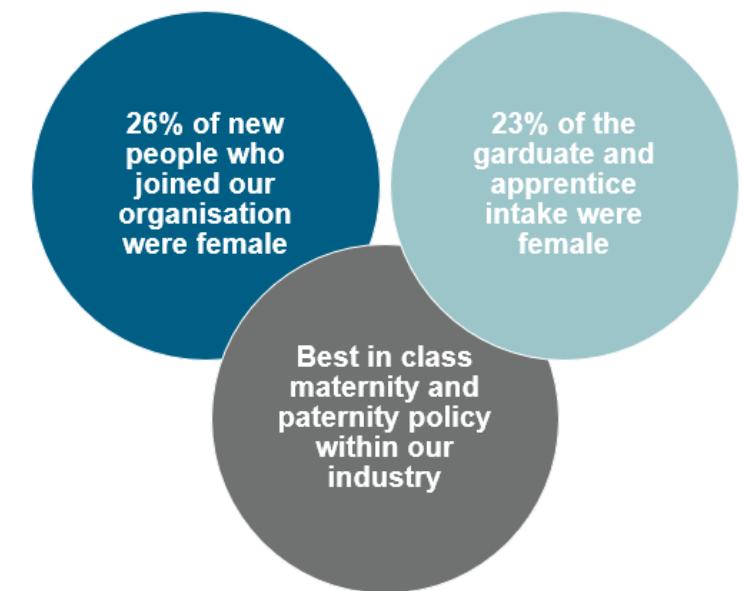
We acknowledge that one of our primary challenges is attracting women to our industry and our business. In 2023, 26% of new people who joined our organization were female. We continue to review and track our recruitment processes (including language used in job descriptions) and job adverts, to ensure 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 trialing 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.



Promoting Women in our Industry

British Waters Women in Water conference

MWH Treatment once again supported the British Waters Women in Water conference with nearly 30 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 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, 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, trialing 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 and apprentice intake with xx% 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 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.