

Gender Pay Gap MWH Treatment



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.

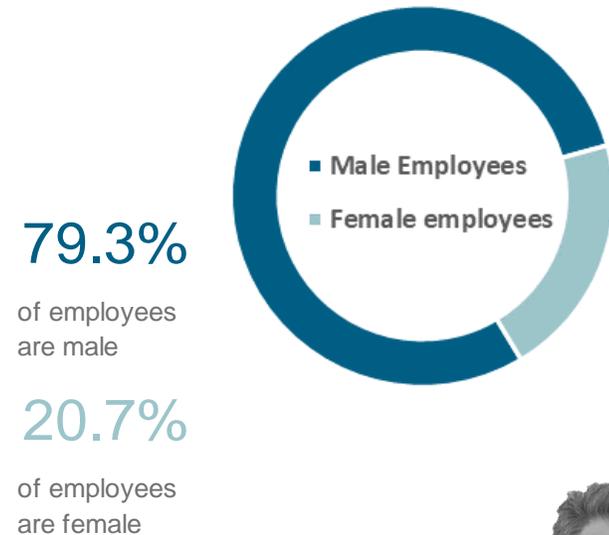
While we acknowledge that we have a gender pay gap unfortunately this is reflective of the industry we operate in which is predominantly male dominated particularly at a senior level. Currently women make up a much smaller percentage of the workforce. We have and will continue to take steps to address 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 2018.



Paul Bresnan
Vice President and Managing Director

Gender split at MWH Treatment



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 786 people across two UK legal entities in the UK (MWH Treatment Limited (547 employees) and MWH Farrer Limited (239 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

23.7%

Median pay gap

25.3%

Mean bonus pay gap

50.3%

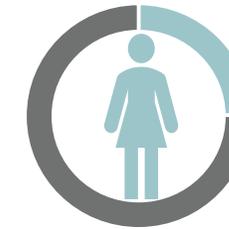
Median bonus pay gap

50.0%

% receiving a bonus



35.2%



24.8%

Quartiles:

5.6% - 11 Employees
Upper Quartile

16.2% - 32 Employees
Upper Middle Quartile

21.3% - 42 Employees
Lower Middle Quartile

29.9% - 59 Employees
Lower Quartile



94.4% - 184 Employees
Upper Quartile

83.8% - 165 Employees
Upper Middle Quartile

78.7% - 155 Employees
Lower Middle Quartile

70.1% - 138 Employees
Lower Quartile

Our Gender Pay Gap Split by Entity

MWH Treatment Limited

Employed 547 people as at 5 April 2018, working in operational, delivery and support services.



79.3%
of employees are male



20.7%
of employees are female

Mean pay gap
29.1%

Median pay gap
31.7%

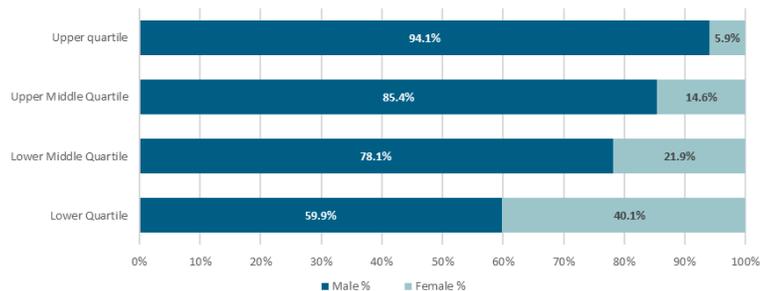
% receiving a bonus



Mean bonus pay gap
60.3%

Median bonus pay gap
33.3%

Quartiles



29.5%



MWH Farrer Limited

Employed 239 people as at 5 April 2018, working predominantly in process and all engineering disciplines.



87.0%
of employees are male



13.0%
of employees are female

Mean pay gap
9.3%

Median pay gap
4.8%

% receiving a bonus



Mean bonus pay gap
22.1%

Median bonus pay gap
15.1%

Quartiles



8.6%



Closing the Gap

Why have we got a gender pay gap?

Currently women make up a smaller proportion of workforce than men. This is more evident the more senior the position that the employee holds. The majority of senior positions are currently held by males. 2018 has seen a small shift within the mix of staff in the middle 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

Whilst we have seen some positive movement from 2017, we recognise that there are several areas to address to improve our gender pay gap.

Attracting women

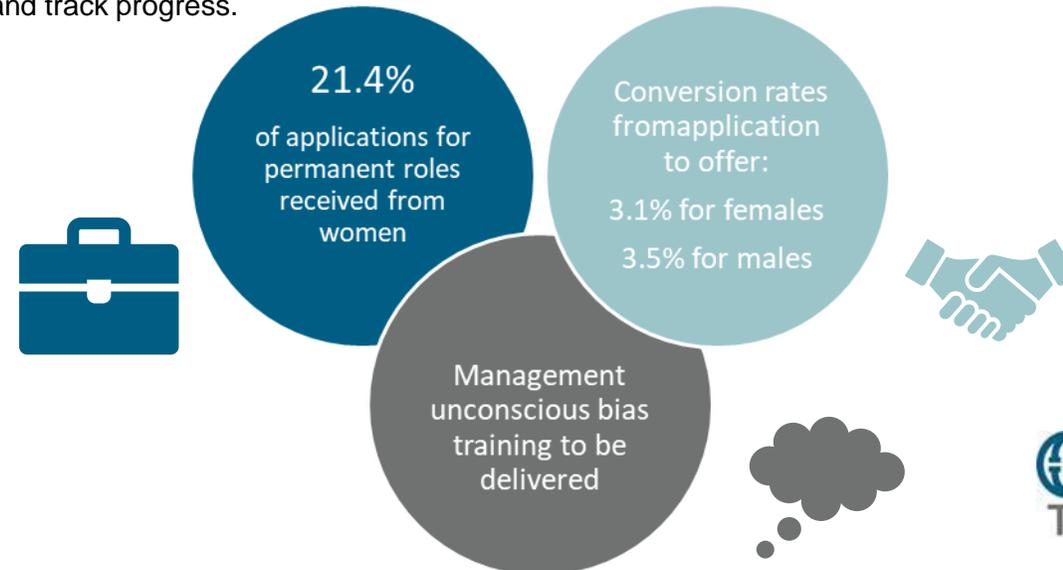
We acknowledge that one of our primary challenges is attracting women to our industry and our business. In 2018, 21.4% of applications for permanent roles were received from women. However, our conversion rates from application to offer for females was 3.1% and for males 3.5%.

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 will be delivered to senior managers and anyone who is involved in recruitment decisions. This will be embedded across the business through learning interventions and incorporated into our values and behavioural competency model.

An unconscious bias reminder will be incorporated into the interview pack. An e-learning module will be developed which will be mandatory for all employees to minimise discrimination, inappropriate behaviour and unconscious bias. We will monitor take up.



Closing the Gap

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.

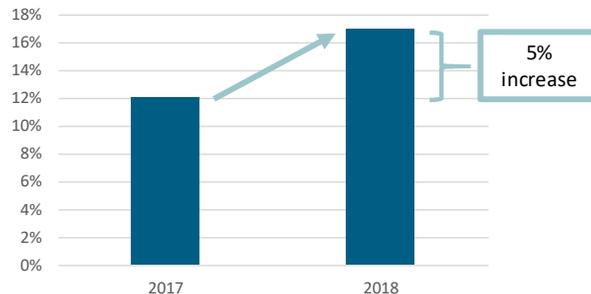
Flexibility is one of the key attractions of working at MWH Treatment. We will continue to offer flexible working options wherever possible to support all our employees regardless of gender.

In 2017 there was 100% maternity return rate and again in 2018 we saw a 100% return rate which is a positive indication that the environment is supportive of women returning



Maternity return rate
100% - 2018
100% - 2017

Women within the graduate and apprentice intake
17% - 2018
12% - 2017



Attracting the next generation

We saw a positive movement from 2017 to 2018 engineering graduate and apprentice intake from 12% to 17% of our intake being female. Our plan is to see this rise to 20% in 2019. 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.

