



Culligan (UK) Ltd Gender Pay Gap Report 2023

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We're committed to embracing equality and diversity, respecting individuals and creating an all-inclusive culture.

Culligan (UK) Ltd (formally known as Waterlogic GB) has been on a journey of change throughout 2023 and is now part of a bigger, more impactful water business where we continue to be passionate about building the most admired sustainable water business in the world through delivering premium water services and solutions that improve the health and wellness of consumers.

The gender pay gap is the difference between the average earnings of men and women – who could be doing very different roles in the organisation and is not the same as equal pay, which looks at what men and women are paid for doing the same role.

As required under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, we have calculated our gender pay gap for 2023. The 2023 gender pay report covers the Culligan (UK) business only and not the wider Culligan workforce.

Our data:

Our data has been produced based on a snapshot of data taken on 5th April 2023 (Period 12).

Total Employees:

531

Total Full Pay
Relevant Employees:

529

Male Full Pay
Relevant Employees:

384

Female Full Pay
Relevant Employees:

145

Our data shows:

1. The percentage of men and women in each hourly pay quarter:

Group	% Males	% Females
Lower Quartile	66.7%	33.3%
Lower Middle Quartile	66.7%	33.3%
Upper Middle Quartile	83.3%	16.7%
Upper Quartile	73.7%	26.3%

2. The Mean hourly gender pay gap is 3.2% per hour.

3. The Median hourly gender pay gap is 5.7% per hour.

4. The percentage of men and women who received bonus pay:

Proportion of women who received bonus	Proportion of men who received bonus
2.1%	2.6%

5. The Mean bonus gender pay gap is 86.5%

6. The Median bonus gender pay gap is 22.9%

Our Gender Pay Journey

Our total workforce composition as of April 2023 is 27.4% women and 72.6% men. Our industry as a whole is male dominated, particularly in operational and engineering roles, however our goal remains to attract and retain talented people to our business. Our focus is to ensure the most diverse representation of high performing colleagues across all departments and functions.

Based on this 2023 data, our results indicate that that whilst our gender pay gap is not substantial, there is a significant difference within the gender bonus gap. This is primarily due to the number of males within senior positions at the snapshot date, however analysis of our data shows that the bonus gap is not caused by men or women being paid differently to do the same job but is driven instead by the structure of our workforce.

I strongly believe that our results for 2024 will look considerably different due to the journey that the business has been on over the last 12 months.

Our 2024 action plan will ensure that we can continue to support a culture of inclusivity, that maintains focus and allows us to build on our achievements to date. We continue to encourage our colleagues to gain additional skills to progress within the organisation. We have ambitious targets for Learning & Development and also many exciting roles and opportunities as the organisation continues to grow.

We continue to explore ways in which we can support colleagues to perform a meaningful role whilst maintaining other lifestyle choices, such as flexible working, hybrid working and part time working. We continue to think creatively in the way colleagues are rewarded, regularly reviewing our base salaries, introducing great benefits and reviewing our recognition schemes to celebrate outstanding performance.

At Culligan (UK) Ltd, throughout the organisation, we are committed to the principle of gender pay equality and will continue to be strategically focussed on driving diversity. We are proud of our 2023 gender pay gap results which have been prepared in line with mandatory requirements.



Sarah Williams
Senior HR Director Northern Europe & GCC

Total workforce composition

as of April 2023



● 72.6% Male

● 27.4% Female

