

Gender Pay Gap Company Statement

As a responsible employer, Wavin Limited understands its obligations in undertaking Gender Pay Reporting in accordance with the Equality Act 2010.

This exercise involves six different calculations which show the difference between the average earnings of men and women within our business. This does not breach GDPR.

We are complicit in the requirement to publish this information on our website and the government gender pay website. We will do this annually in the month of April.

The results allow us to understand the following:

- The levels of gender equality within Wavin
- The balance of male and female employees operating at various pay grades
- How we reward our talent

Like many other organisations, the challenge for Wavin is how we eliminate the gender pay gap.

Gender Pay Reporting requires our business to make calculations based on employee gender and for the purpose of this exercise we will use the HR and Payroll data already in our possession.

Gender Pay Gap	2019	
	Mean Hourly Pay	Median Hourly Pay
Gender Pay Gap	23.2%	14.1%

Quartile Pay Band Information	2019	
	Male	Female
Upper Quartile	85.02%	14.98%
Upper Middle Quartile	89.37%	10.63%
Lower Middle Quartile	81.16%	18.84%
Lower Quartile	64.42%	35.58%

Gender Bonus Gap	2019	
	Mean Gender Bonus Gap	Median Gender Bonus Gap
Gender Bonus Gap	43.0%	42.3%

Proportion Receiving Bonus	2019	
	Male	Female
Total	663	166
Those in receipt of bonus	100	13
% of Male and Female employees receiving a bonus	15.1%	7.8%

In attempting to close the gender pay gap, we ensure good practice in the following ways to support our cause:

- Wavin embraces diversity and inclusion and educates all employees in this area
- We use Hay Reference Levels as an independent framework against which all employee roles are graded, regardless of gender
- We ensure that all employees within the same grade have the same opportunities to obtain the same rewards
- Our recruitment and selection practices are fair and lawful ensuring that gender is not a consideration when making recruitment decisions
- We are committed to increasing the number of women in management
- We encourage flexible working for all employees, particularly females who return to the business from maternity leave

Subsequently, we are confident that any pay difference shown will be as a result of different roles and associated rewards.

We feel sure that, given time, we can redress the balance and report improved figures year on year going forward. This will be achieved through training and mentoring, amongst other measures. We will continue to encourage and support new initiatives amongst our workforce which will help us achieve our objective.

This statement is correct at the time of writing.



Neil Norman
HR Director – UK, Ireland and Nordics
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