

2024 Report for Waters Wexford

We strive to create a workplace culture that promotes inclusion, participation, respect, and equal opportunity for everyone. In an industry where women are often underrepresented in STEM (Science, Technology, Engineering, and Maths), our gender composition is well balanced with 45% women and 55% men. Through our diversity, equity and inclusion initiatives, we aim to build teams where everyone feels valued and empowered to succeed.

Our gender pay report for Waters Technologies Ireland Limited at Drinagh, Wexford, Ireland includes the percentage difference amongst its employees, between men's average hourly pay, and women's average hourly pay based on full time, part time and temporary work status.

WHAT DOES OUR DATA TELL US?

This is the third year we have published our mean and median pay gap. Like many companies in STEM-related industries, we recognize there is more to do and we intend to continue our progress in the relevant areas. Our mean pay gap* for all employees is 13.3% and our median pay gap is 0.4% representing a slight increase in both our mean and median pay gap of 0.8% and 2.4%. The mean pay gap reflects the fact that no hiring has taken place in the more junior level roles during the reporting period whilst there has been more hiring of men - one of which is at a very senior level.

As noted above, our gender composition is 45% women, 55% men, this composition has remained steady over the last number of years. As our organization primarily consists of STEM roles, our gender pay gap is influenced by the under-representation of women in senior leadership positions. This imbalance in senior STEM roles continues to affect our pay gap and addressing this is a key focus for us.

PAY AND BONUS GAP

For full time employees we have a mean gender pay gap of 11.7% and a median gender pay gap of -2.1%. For part time employees we have a mean gender pay gap of 53.4% and a median gender pay gap of 55.1%. The part-time male group consists of one individual in a skilled technical role, which is not directly comparable to the diverse roles and pay ranges within the part-time female group. For temporary employees we have a mean pay gap of 5% and a median pay gap of 0.7%.

The table also captures the mean and median difference between bonuses paid to men and women in the year up to 1st April 2024. Our report shows 75.7% of men and 69.6% of women received a bonus.

All employees across the organization are eligible for a performance bonus. For those in senior roles the performance bonus includes both annual and long-term incentives. As is common in market practice, bonus awards for senior staff are typically higher figures than those for junior roles. Due to the limited representation of women in senior positions (an area of ongoing focus for us), the mean bonus gap is larger than it would be if we were only compared bonuses at more junior levels. The mean bonus pay gap is 18% while the median bonus gap, which discards the highest and lowest rates of pay as outliers, is 21.3%.

BENEFITS IN KIND (BIK)

90.6% of women and 95.5% of men have elected to receive benefits in kind. All employees are eligible for BIK and the take-up is voluntary.

*gap represents *combined ordinary pay and bonus*

Difference between men and women	Mean	Median
Gender - All Employees	13.3%	0.4%
Gender - Full Time Pay Gap	11.7%	-2.1%
Gender - Part Time Pay Gap	53.4%	55.1%
Gender - Temporary Pay Gap	5%	0.7%
Gender Bonus Gap	24.6%	34.7%

Proportion of Employees receiving Bonus		
	Bonus Received	No Bonus Received
Women	69.6%	30.4%
Men	75.7%	24.3%

Proportion of Employees receiving BIK		
	BIK Received	No BIK Received
Women	90.6%	9.4%
Men	95.5%	4.5%

PAY QUANTILES 2024

This illustrates our gender distribution across four equally sized quartiles.

	Lower	Lower Middle	Upper Middle	Upper
Women	43%	47.5%	51.5%	37.6%
Men	57%	52.5%	48.5%	62.4%

OUR GENDER DIVERSITY AND INCLUSION PLANS

We are committed to fostering an inclusive workplace and gender diversity sponsored by our Executive Committee. We continue to focus on recruitment and flexible working practices, including inclusive job descriptions using external platforms and training our hiring managers on unconscious bias. Additionally, we are dedicated to building diverse recruitment pipelines by partnering with schools to encourage girls and young women to pursue education in Science, Technology, Engineering, and Maths (STEM). Our inclusion efforts center with the Wexford Hub, our employee resource group. In 2024, the Hub hosted six impactful events, including a discussion and fireside chat for International Menopause Day to bring awareness. These efforts reflect our ongoing commitment to gender diversity and inclusion.

DECLARATION

I confirm that the information set out in this report as required under the Employment Equality Act 1998 (Section 20A) (Gender Pay Gap Information) Regulations 2022 is accurate.

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