

# Gender pay gap report

Hydrosave UK Ltd (Hydrosave) is an operational consultant and specialist contractor within the water industry. With a singular focus on water, Hydrosave's services are supported by people who are water industry experts. Our consultants and contract managers have unparalleled experience and knowledge of the water industry's unique requirements and issues. For this reason, we have the credibility and expertise to build long-lasting and productive relationships with our clients.



# About **this report**

As an employer with more than 250 employees, Hydrosave UK Ltd is required to publish gender pay gap data in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. These regulations require us to report on our gender pay gap each year – in this case, for the ‘snapshot’ date of 5 April 2023.

Following guidance published by the UK Government, we have based this gender pay gap report on the headcount of the individuals employed by Hydrosave UK Ltd and not on full-time equivalents. As such, it includes anyone who we treat as employees for payroll purposes. This includes all full- and part-time employees.

## Our **commitment to our people**

**We are committed to running a business where people are happy in their jobs and where there are opportunities to develop in an environment that is equitable, welcoming, supportive and inclusive.**

In common with water companies in the England and Wales water sector, our business is largely STEM based, with a strong emphasis on engineering. As such, many of our technical, field-based or manual roles have traditionally been carried out by men. But we have been changing that narrative, and in recent years we have taken a number of steps to bring more women into the business and close our gender pay gap. This includes:

- re-shaping the way we present ourselves and attract new talent – for example, using gender neutral language in our job adverts and focusing instead on skills, ability and opportunities for development as a way of attracting more female applicants;
- working proactively with schools, colleges and universities and by attending careers and trade fairs
- adopting a hybrid working model for our office-based people, and actively encouraging more flexible working opportunities to enable us to recruit and retain the right people to drive our work programmes in the future

But we know there is more we can do, and on [page 9](#) we outline some of our plans for the year ahead.

# Our gender pay gap

## What is the gender pay gap?

The gender pay gap measures the difference, excluding overtime, between average hourly earnings of men and women as a proportion of men's average hourly earnings, expressed as a percentage of men's pay. The gender pay gap is measured across all jobs in the UK. It does not measure the difference in pay between men and women for doing the same job.

## What are the mean and median values?

We use mean and median statistical values to measure our gender pay gap. The mean value represents the difference between the average hourly pay for all men and women across the business, while the median value represents the difference between the midpoints in the hourly pay ranges of all men and woman across the business.

In 2023, our mean gender pay gap was 3.15%, an increase from -1.6% in 2022. This means that, on average, female employees earned 3.15% less than their male counterparts across the business.

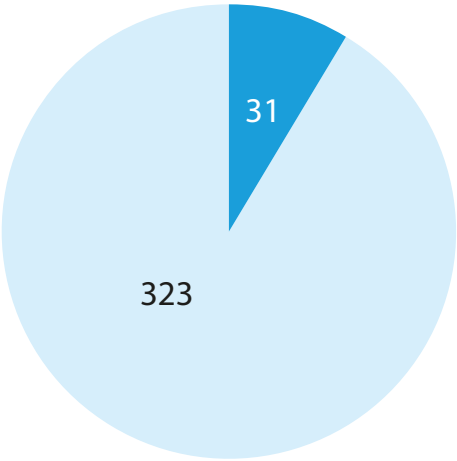
At the same time, our median pay gap was 5.56%, an increase from -0.4% in 2022.

The factor that has contributed to the increased change in our mean and median gender pay gaps include a small reduction in the number of women employees.

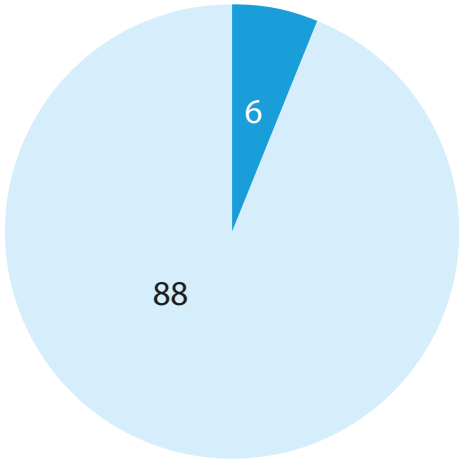
We think it is essential that we continue to implement initiatives that will enable us to build on our success to date. We are committed to our ongoing efforts to further reduce the mean and median gender pay gaps and create a workplace where all employees, regardless of gender or life stage, have equal opportunities and fair compensation.

### Workforce profile at snapshot date and included in the Gap Data

Male Female



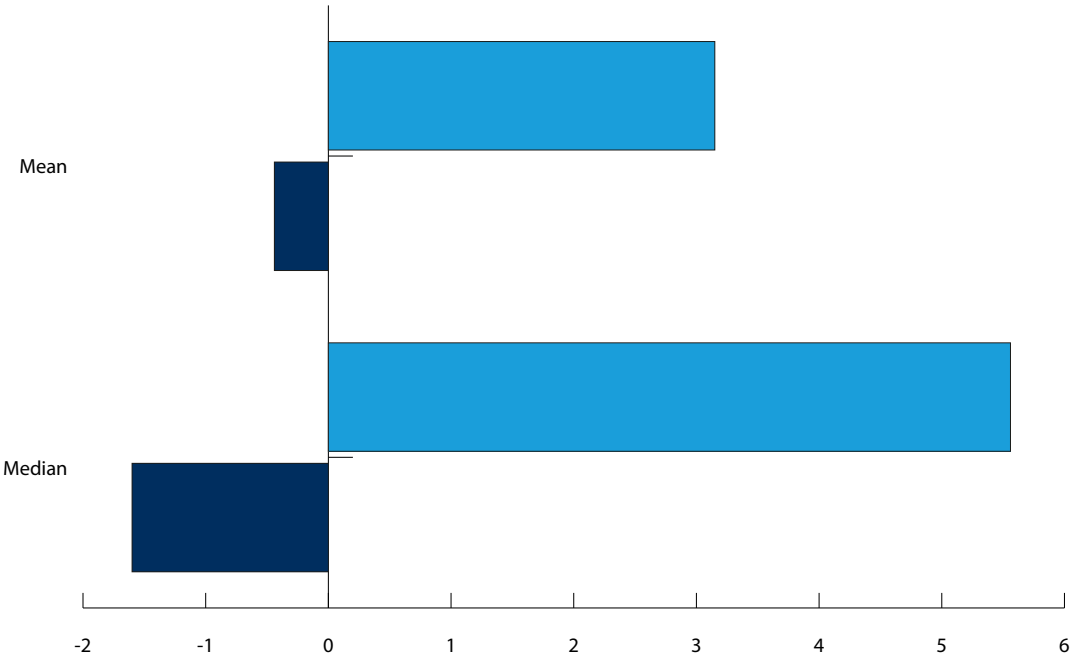
Workforce



Management

### Gender pay gap

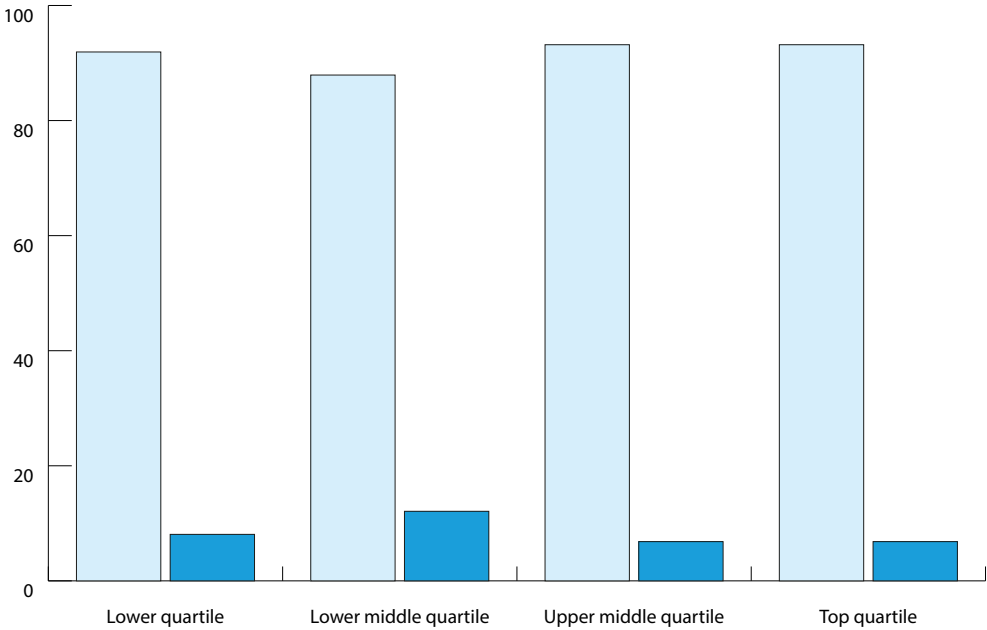
2023 2022



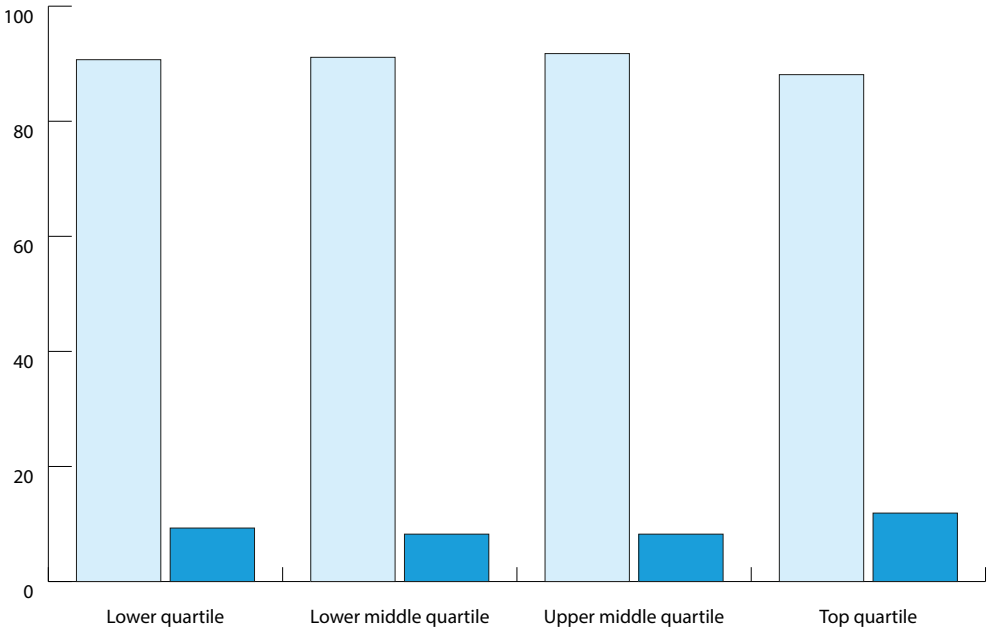
# Percentage of men and women within each quartile

Male Female

2023



2022



# Our gender bonus gap

## What is the gender bonus gap?

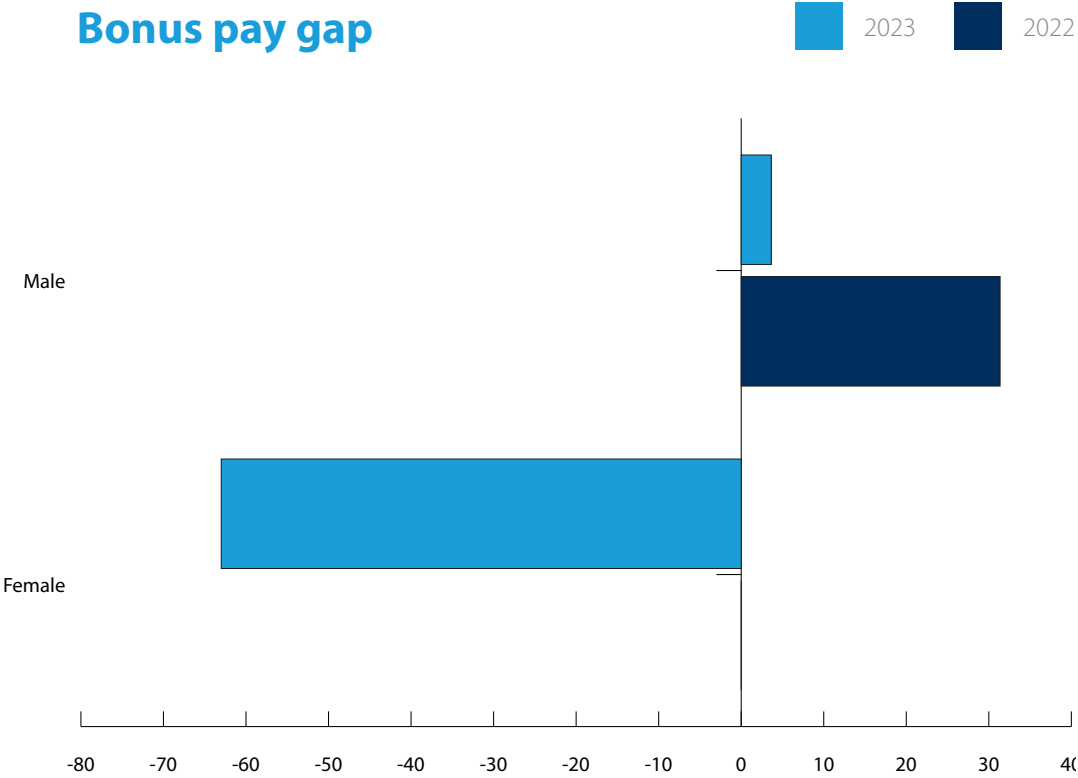
The gender bonus gap is the difference between the mean or the median values of bonus pay for men and women across the business over the 2022/23 financial year. It is expressed as a percentage of the bonuses paid to men.

In 2023, our mean bonus pay gap was 3.64%, compared with 31.37% in 2022. This means that, on average, female employees received slightly lower bonuses than male employees during the reporting year. It represents a significant improvement to last year and achievement in promoting fairness and equity in bonus payments across the business.

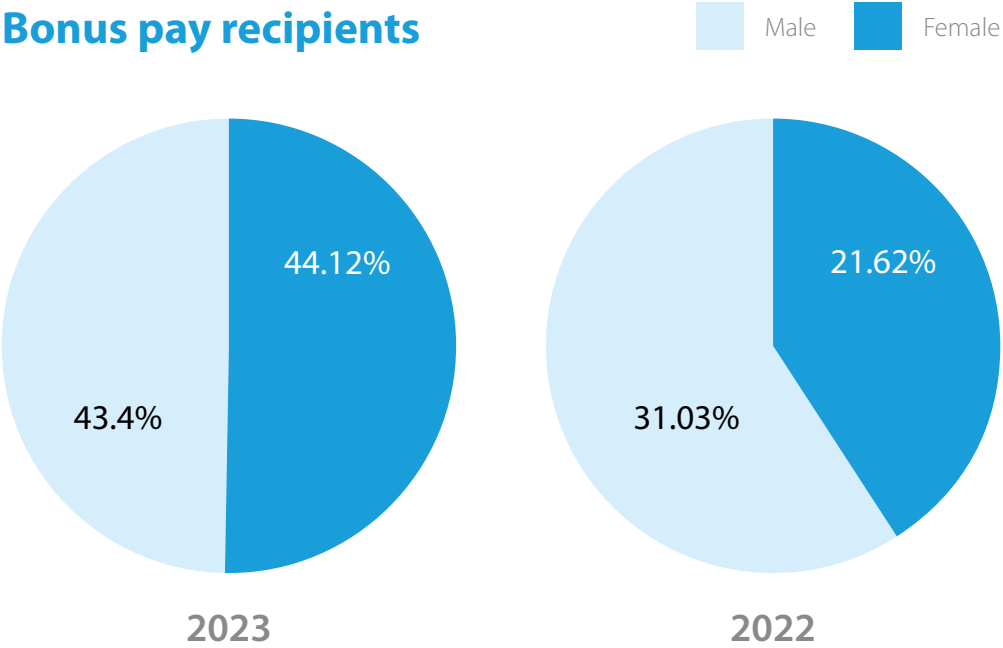
Our bonuses are linked to performance and are measured objectively, irrespective of gender.

Our median bonus pay gap has decreased further from 0% in 2022 to - 63% in 2023. We remain committed to our ongoing efforts to eliminate any disparities in our bonus payments and maintain a fair and equitable bonus distribution system.

### Bonus pay gap



### Bonus pay recipients





## Our plans for the year ahead

Looking ahead, we will continue to focus on actions that promote diversity and inclusion across our business. This includes:

- continuing to build on our efforts to enhance diversity in recruitment and talent acquisition processes;
- expanding our training programmes to raise awareness and understanding of biases (both conscious and unconscious);
- continuing to attract, retain and develop female talent;
- creating employee resource groups to gather insights from our people and encourage an even more inclusive workplace;
- improving our family leave and other policies to make sure there is equity across the wider South Staff Staffordshire Plc Group.

### Declaration

I confirm that the information in this gender pay gap report is accurate and has been prepared in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



**Barry Hayward**  
Chief Commercial Officer