



**Waterlogic**  
www.waterlogic.com

**2017 Gender Pay Report**  
*Angel Springs Limited (t/a Waterlogic)*

# Overview



## Overview of the data generated under the regulations

Under new legislation that came into force in April 2017 UK employers with greater than 250 employees are required to calculate, report and publish their gender pay gap.

We present opposite the summary data required under the regulations.

## Understanding the data

Within our business 72.9% of the workforce are male and 27.1% female (“Workforce Ratio”). This reflects a significant proportion of our employees performing the role of field service engineer / water delivery driver. This role has historically been male dominated.

As such, the default proportion of male and female employees in our 4 quartile categories should be 72.9% to 27.1% respectively.

The chart opposite and below compares the proportional split of the reported quartile data against this benchmark.

The data shows:

- In our highest paid quartile we have marginally more females than the total Workforce Ratio
- In the upper and lower middle quartiles we have a higher proportion of males than the total Workforce Ratio
- In the lower quartile we have a higher proportion of females than the total Workforce Ratio.

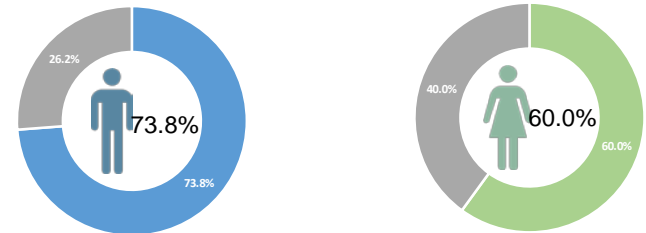
## Driving future change

In the context of our gender pay gap data we see the following aspects driving future change:

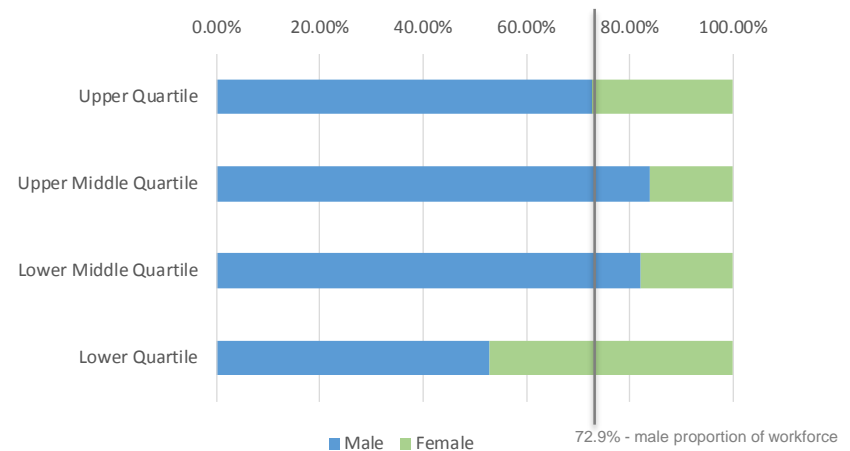
- As a high growth company we are constantly creating new opportunities, job roles and functions with the business. We will seek to leverage this dynamic within our business to reduce our gender pay gap
- Across our senior management team we are endeavouring to broaden the gender mix of our most skilled and experienced colleagues, we see this playing a key role in reducing our gender pay gap

Gender Pay Gap	Mean	Median
Gender pay gap	18.1%	10.8%
Gender bonus pay gap	15.7%	47.8%

## Proportion of males and females receiving a bonus payment



Proportion of males and females in each quartile band	Male	Female
Upper Quartile	72.64%	27.36%
Upper Middle Quartile	83.96%	16.04%
Lower Middle Quartile	82.08%	17.92%
Lower Quartile	52.83%	47.17%



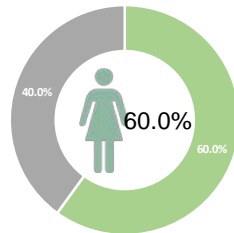
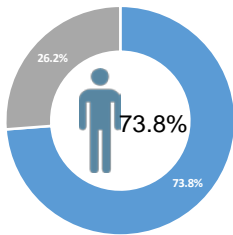
# Statutory disclosures



Under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 we are required to report our gender pay gap data for Angel Springs Limited. We outline below our data required under the regulations.

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## Declaration

I confirm that Angel Springs Limited's gender pay gap calculations are accurate and meet the requirements of the regulations.

Nick Gillott  
Finance Director