



2018 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 74.4% of the workforce are male and 25.6% female ("Workforce Ratio"). This reflects a significant proportion of our employees performing the role of field service engineer / water delivery driver/ Field Sales. These roles have historically been male dominated. Additionally the percentage of males have increased since 2017 reporting due to acquisitions that have seen the transfer of additional engineers and drivers in to our business

As such, the default proportion of male and female employees in our 4 quartile categories should be 74.4% to 25.6% respectively.

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

The data shows:

- We have positively reduced the gender pay gap slightly in 2018 relative to mean and median pay from 2017 reporting
- In the upper and lower middle quartiles we have a higher proportion of males than the total Workforce Ratio
- In the middle and lower quartile we have reduced the gap slightly, however there remains a higher percentage of females in the lower quartile.

Driving future change

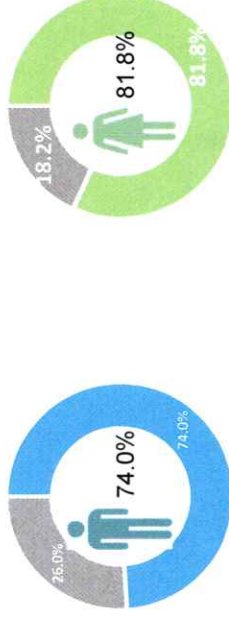
In the context of our gender pay gap data we see the following aspects driving future change:

- As a high growth company we are constantly creating new opportunities, job roles and functions with the business. Our restructure in 2019 has enabled us to create the right opportunities to address some of the challenges
- 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

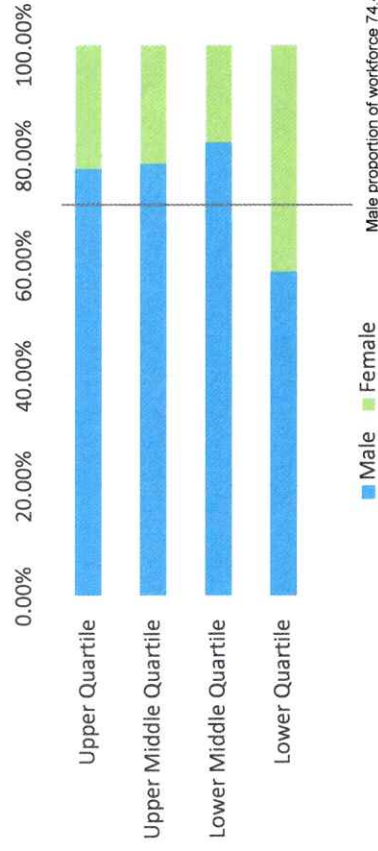


Gender Pay Gap	Mean	Median
Gender pay gap	16.1%	6.4%
Gender bonus pay gap	34.3%	60.7%

Proportion of males and females receiving a bonus payment



Proportion of males and females in each quartile band	Male	Female
Upper Quartile	77.57%	22.43%
Upper Middle Quartile	78.50%	21.50%
Lower Middle Quartile	82.41%	17.59%
Lower Quartile	58.88%	41.12%



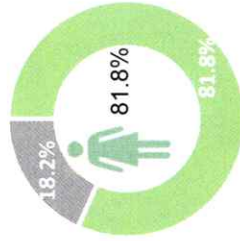
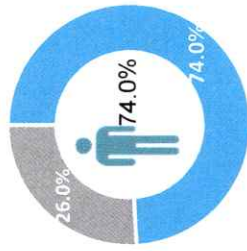
Statutory disclosures



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.

Roy Dexter
Finance Director