



Culligan™

# Culligan (UK) Limited Gender Pay Gap Report 2024

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We are committed to embracing equality and diversity, respecting individuals and creating an all-inclusive culture.

As required under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, we have calculated our gender pay gap for 2024.

The gender pay gap is the difference between the average earnings of men and women – who could be doing very different roles in the organisation and is not the same as equal pay, which looks at what men and women are paid for doing the same role.

At Culligan (UK) Limited, part of Culligan, we are passionate about building the most admired sustainable water business in the world through delivering premium water services and solutions that improve the health and wellness of consumers.

The 2024 gender pay report covers Culligan (UK) Limited only and not the wider Culligan workforce.

## Our data:

Our data has been produced based on a snapshot of data taken on 5<sup>th</sup> April 2024 (Period 1).

Total Employees: **773**

Total Full Pay Relevant Employees: **663**

Male Full Pay Relevant Employees: **499**

Female Full Pay Relevant Employees: **164**

## Our data shows:

1. The percentage of men and women in each hourly pay quarter:
2. The Mean hourly gender pay gap is 3.98% per hour.
3. The Median hourly gender pay gap is -4.37% per hour.
4. The percentage of men and women who received bonus pay:

Group	% Males	% Females
Lower Quartile	65 %	35 %
Lower Middle Quartile	92 %	8 %
Upper Middle Quartile	75 %	25 %
Upper Quartile	68 %	32 %

Proportion of women who received bonus	Proportion of men who received bonus
56.92%	38.58%

5. The Mean bonus gender pay gap is 6.35%
6. The Median bonus gender pay gap is 16.4%

## Our Gender Pay Journey

Our total workforce composition as of April 2024 is 25.23% women and 74.77% men.

Despite a 45% increase in our workforce size, our business makeup continues to reflect the whole water market in being male dominated, particularly in operational and engineering roles. However our goal remains to attract and retain talented people to our business. Our focus is to ensure the most diverse representation of high performing colleagues across all departments and functions.

Based on this 2024 data, our results indicate that our gender pay gap continues to be marginal. Due to our continued journey of change, we believe that our results for 2025 will look different again as we continue to rightsize our business whilst considering the attraction and retention of a diverse and skilled workforce.

This year whilst our Mean average pay gap has only marginally increased, the Median average pay gap has shifted in favour of women.

Similarly, we can see a meaningful change to our gender bonus pay gap, with a significant increase in the number of women receiving a bonus. Whilst the bonus award value was low, reflecting the introduction of a short term bonus scheme, it's a encouraging step change as at the data snapshot date. We have also seen a meaningful reduction in the Mean bonus pay gap compared to the previous year, with the Median bonus pay gap also reducing.

This year, we have also invested time and money into automating our Gender Pay Gap Data to ensure that this remains consistent and can be reviewed more frequently than the annual legislative requirements. This will support us to continue to focus on key areas in relation to equality, to include Learning and Development, Health and Wellbeing and Recruitment and Retention.

Throughout Culligan (UK) Ltd, we are committed to the principle of gender pay equality and will continue to be strategically focussed on driving diversity. We are proud of our 2024 gender pay gap results which have been prepared in line with mandatory requirements.

**Shaun Campbell**  
Managing Director - CDW UK

### Total workforce composition

as of April 2024



● 74.77% Male

● 25.23% Female

