



Culligan™

Culligan (UK) Limited Gender Pay Gap Report 2025

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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 2025.

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 2025 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 April 2025 (Period 1).

Total Employees: **792**

Total Full Pay Relevant Employees: **662**

Male Full Pay Relevant Employees: **477**

Female Full Pay Relevant Employees: **185**

Our data shows:

1. The percentage of men and women in each hourly pay quarter:
2. The Mean hourly gender pay gap is 7.65% per hour.
3. The Median hourly gender pay gap is -2.63% per hour.
4. The percentage of men and women who received bonus pay:

Group	% Males	% Females
Lower Quartile	66 %	34 %
Lower Middle Quartile	84 %	16 %
Upper Middle Quartile	72 %	28 %
Upper Quartile	65 %	35 %

Proportion of women who received bonus	Proportion of men who received bonus
47.64%	33.63%

5. The Mean bonus gender pay gap is 32.79%
6. The Median bonus gender pay gap is -8.11%

Our Gender Pay Journey

Our total employee composition as of April 2025 was 29.42% women and 70.58% men. Our business makeup continues to reflect the whole water market in being male dominated, particularly in operational and engineering roles. Our goal remains to attract and retain talented high performing people to our business, across all functions

Based on this 2025 data, our results indicate that that our gender pay gap continues to be marginal. This year the **Mean pay gap** indicates that, on average, men earn more per hour than women. However, the **Median pay gap** is slightly in favour of women, suggesting that typical earnings for men and women are broadly aligned.

Similar to last year, a higher proportion of women received a bonus during the reporting period. The Mean bonus pay gap reflects the fact that the highest bonus amounts are more frequently awarded to men, typically linked to senior roles. The negative **Median bonus gap** indicates that, for the majority of employees receiving bonuses, women received slightly higher amounts than men.

Our gender pay gap is influenced primarily by the distribution of men and women across the organisation. While our median pay and bonus gaps show encouraging signs of balance, the mean gaps highlight the impact of under-representation of women in senior and higher-paid roles.

We recognise that improving gender balance/representation, particularly in leadership and mid layer positions, is essential to reducing our mean pay and bonus gaps over time.

We remain committed to fostering a diverse and inclusive workplace where everyone has equal opportunity to progress and where gender does not influence opportunity or reward. Over the coming year, we will continue to focus on:

- Strengthening our talent pipeline to support the progression of women into higher paid roles
- Reviewing recruitment and promotion practices to ensure fairness and transparency
- Supporting flexible working and career development initiatives
- Monitoring our gender representation and pay data to track progress

Finally, our gender pay report results have been prepared in line with mandatory requirements.

Shaun Campbell
Managing Director - CDW

Yana Makaneeva
HR Director - CDW

Total workforce composition

as of March 2025



● 70.58% Male

● 29.42% Female

