

2018 Gender Pay Gap Report

27th March 2019

Introduction

Castle Water is committed to equality, diversity and the creation of an inclusive work environment. We value the skills, experience and perspective that a diverse and representative workforce offers.

Our pay philosophy aims to pay fairly and equitably relative to an individual's role, skills, experience and performance. We review our pay annually to ensure that all staff are being fairly compensated for their efforts.

This report is relevant to April 2018 data.

Median Pay

Median gender pay gap as a percentage of male pay – 14.86%

Mean Hourly Rate

Mean gender pay gap as a percentage of male pay – 27.9%

Bonus

Percentage of male employees receiving a bonus or commission – 47%

Percentage of female employees receiving a bonus or commission – 53%

Median Bonus Pay

Median gender bonus pay gap as a percentage of male bonus pay – 23.6%

Mean Bonus Pay

Mean gender bonus pay gap as a percentage of male bonus pay – 41.01%

Quartiles

<p>Upper quartile Male Quartile percentage – 73%</p> <p>Female Quartile percentage – 27%</p>	<p>Lower middle quartile Male Quartile percentage – 43%</p> <p>Female Quartile percentage – 57%</p>
<p>Upper middle quartile Male Quartile percentage – 44%</p> <p>Female Quartile percentage – 56%</p>	<p>Lower quartile Male Quartile percentage – 47%</p> <p>Female Quartile percentage – 53%</p>