

Gender Pay Gap Company Statement

As a responsible employer, Wavin Limited understands its obligations in undertaking Gender Pay Reporting in accordance with the Equality Act 2010.

This exercise involves six different calculations which show the difference between the average earnings of men and women within our business. This does not breach GDPR.

We are complicit in the requirement to publish this information on our website and the government gender pay website. We will do this annually, normally in Q1.

The results allow us to understand the following:

- The levels of gender equality within Wavin
- The balance of male and female employees operating at various pay grades
- How we reward our talent

Like many other organisations, the challenge for Wavin is how we eliminate the gender pay gap.

Gender Pay Reporting requires our business to make calculations based on employee gender and for the purpose of this exercise we will use the HR and Payroll data already in our possession. The figures in blue show the variance between data for 2022.

Gender Pay Gap	2023	
	Mean Hourly Pay	Median Hourly Pay
Gender Pay Gap	16.5% (-42.3%)	15.6% (-19.2%)

Quartile Pay Band Information	2023	
	Male	Female
Upper Quartile	85.71% (-3.6%)	14.29% (+29.2%)
Upper Middle Quartile	87.10% (-2.1%)	12.90% (+16.6%)
Lower Middle Quartile	78.34% (-6.4%)	21.66% (+32.48%)
Lower Quartile	66.82% (+10.6%)	33.18% (-16.2%)

Gender Bonus Gap	2023	
	Mean Gender Bonus Gap	Median Gender Bonus Gap
Gender Bonus Gap	-6.4% (-123.6%)	-6.4% (-163.4%)

Proportion Receiving Bonus	2023	
	Male	Female
Total	690 (+3.1%)	178 (+9.9%)
Those in receipt of bonus	113 (+4.6%)	12 (-29.4%)
% of Male and Female employees receiving a bonus	16.4% (+1.86%)	6.7% (-39.2%)

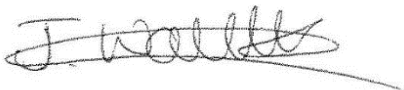
In attempting to close the gender pay gap, we ensure good practice in the following ways to support our cause:

- Wavin embraces diversity and inclusion and educates all employees in this area
- We use job levels as a framework against which all employee roles are graded, regardless of gender
- We ensure that all employees within the same job level have the same opportunities to obtain the same rewards
- Our recruitment and selection practices are fair and lawful ensuring that appointments are merit based rather than gender based
- We are committed to increasing the number of women in Wavin and this is reflected by the Orbia Impact Mark, a measure of which is female talent within leadership roles. Additionally, we have introduced measures to attract and retain more female talent by significantly enhancing maternity pay and introducing a subsidised childcare scheme
- We have a flexible working policy for all employees and this is used widely across the business, with the most frequently used flexible working patterns including compressed hours and reduced working weeks
- We actively promote the Orbia Women's Network which supports female talent with their professional growth and development and celebrates their success. As part of this, we have a Women in Wavin support group which members use as an informal coaching and mentoring tool to support one another
- We will shortly launch a Menopause Policy aimed at making reasonable adjustments to support and retain female talent within the business at an age when typically most women choose to leave the workforce for various reasons

We remain confident that any pay difference shown will be as a result of different roles and associated rewards.

We have seen a year on year improvement in the gender pay gap. We will continue to achieve this through continuous training and mentoring, amongst other measures. We will continue to encourage and support new initiatives amongst our workforce which will help us achieve our objective.

This statement is correct at the time of writing.

A handwritten signature in black ink, appearing to read 'J Walker', with a long horizontal line extending to the right.

Jocelyn Walker
Head of People – UK and Ireland
March 2024