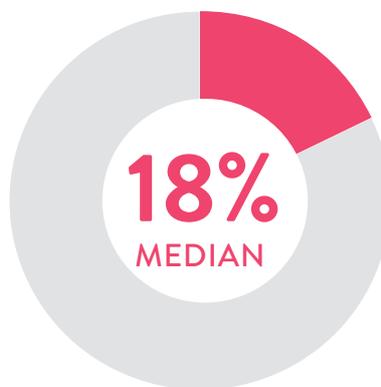
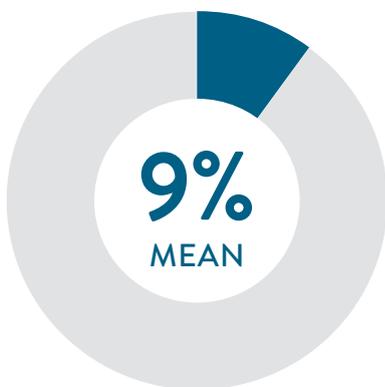


AQUALISA

2017 Gender Pay Gap Report

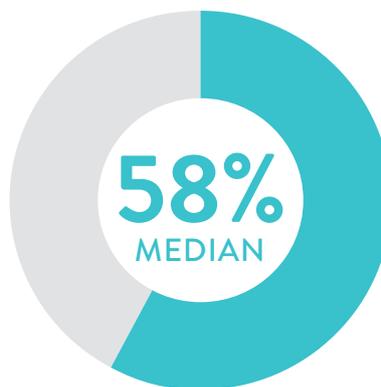
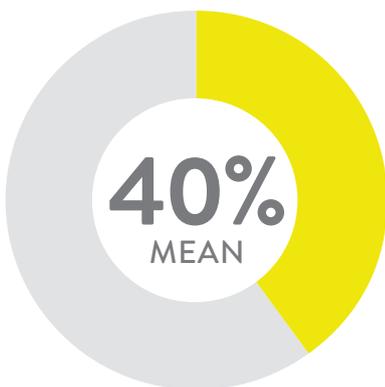
At Aqualisa we believe in equal opportunities for both our male and female employees and this report, as required by the UK Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 can help us to reflect and further narrow our gender pay gap.

GENDER PAY GAP



Aqualisa has a mean gender pay gap of 9% and a bonus pay gap of 40%. These gaps have arisen because a greater proportion of men than women are in senior positions within the company and therefore are more likely to gain a higher bonus. This is despite the fact that we have numerous women in senior positions, such as two out of four directors, three heads of departments and a senior engineering project manager.

BONUS PAY GAP



CALCULATING THE GENDER PAY GAPS

MEAN

Total hourly female pay ÷ Number of women

Total hourly male pay ÷ Number of men

The mean gap is the difference between the two figures.

MEDIAN

Take the middle hourly pay for female and the middle hourly pay for male. The median gap is the percentage difference between the two figures.

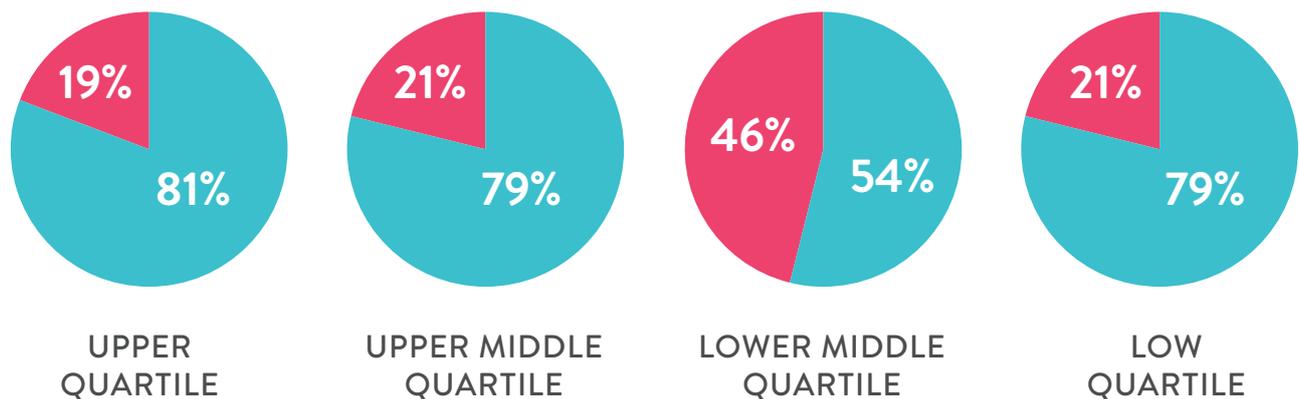
However, now that we have a greater awareness of the situation, we can work on different initiatives to ensure that we close this gap. In fact, at the start of 2018, Aqualisa introduced a focused development programme to help progress those employees that are viewed to be high achievers. 40% of those identified are women, which will undoubtedly allow us to take positive steps towards closing our gender pay gap.

At Aqualisa we also provide in-depth training to all our Recruiting Line Managers to ensure equal opportunities are adhered to, and women as well as men are fully supported when applying for senior positions.

PROPORTION OF MALES/FEMALES RECEIVING BONUS



PROPORTION OF MALES/FEMALES IN EACH QUARTILE



	MALE	FEMALE
Upper Quartile	81%	19%
Upper Middle Quartile	79%	21%
Lower Middle Quartile	54%	46%
Low Quartile	79%	21%