

2023 Report for Waters Wilmslow

We strive to create a workplace culture that encourages and facilitates inclusion, participation, respect, and equal opportunity for all. Operating in an industry where women are historically underrepresented in STEM (Science, Technology, Engineering, and Maths), gender continues to be a key focus of our diversity initiatives. Waters is committed to fostering a diverse and inclusive workplace that is representative of the societies we live in. Our approach to Diversity, Equity, and Inclusion (DEI) is designed to shift mindsets, foster inclusive behaviours, and encourage increased representation of employees with diverse backgrounds.

Our gender pay report for Micromass UK Ltd (Waters), our subsidiary at Wilmslow, Cheshire, UK includes the percentage difference amongst its employees, between men’s average hourly pay, and women’s average hourly pay.

WHAT DOES OUR DATA TELL US?

Since reporting commenced, we have continued to make progress in some areas but, like many companies in STEM-related industries, still recognize there is much more to do. Our mean pay gap has reduced from 17.6% to 12.3% while our median pay gap has also decreased from 11.9% to 11%.

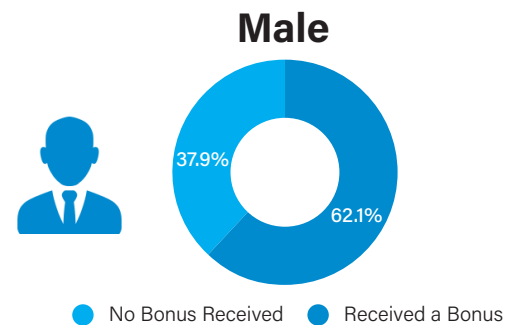
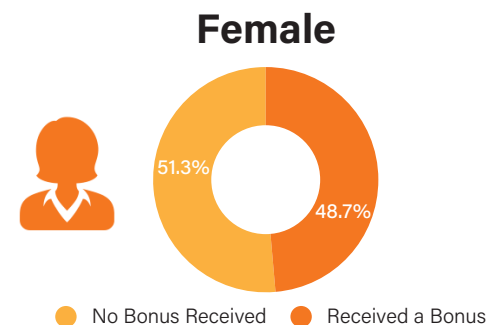
Our gender composition is 25% women increasing from 21% since we first reported. As our organization comprises roles mainly in STEM, our gender pay gap is caused by under-representation of women in STEM and senior leadership roles. This imbalance of women in senior technical roles continues to have an impact on our pay gap and remains an area of focus for us.

PAY AND BONUS GAP

We have a mean gender pay gap of 12.3% and a median gender pay gap of 11% which is lower than the national median gender pay gap of 14.3% (UK office for National Statistics). The table also captures the mean and median difference between bonuses paid to men and women in the year up to 5th April 2023. Our report shows 62.1% of men and 48.7% of women received a bonus.

All employees across the organization are eligible for a performance bonus. For those in senior roles the performance bonus includes both annual and long-term incentives. As common in market practice, the bonus awards for those senior staff therefore typically represent a much higher figure than those in more junior roles. Due to limited representation of women amongst that senior group (a matter which is an area of focus for us), the bonus gap is larger than it would be if we were only comparing bonuses for staff at more junior levels. The mean bonus pay for men was 40.3% higher than that of women and the median bonus pay was 12.7% higher. This year, our figures are skewed by the exercising of stock options. Stock options are a long term incentive – if these are excluded from the calculations, the mean would reduce significantly to 24.4% which is an improvement on last year’s mean of 34.5%.

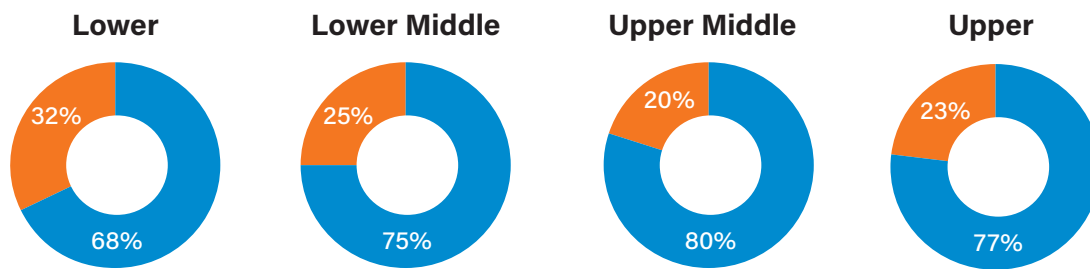
Proportion of employees receiving a bonus



Difference between men and women	Mean	Median
Gender Pay Gap	12.3%	11.0%
Gender Bonus Gap	40.3%	12.7%

PAY QUARTILES

This illustrates our gender distribution across four equally sized quartiles. We saw a positive shift in the proportion of women in the 1st, 3rd and 4th quartiles.



OUR GENDER DIVERSITY AND INCLUSION PLANS

We remain committed to our global corporate gender diversity initiative sponsored by our Executive Committee and celebrate and champion diversity by supporting and working alongside our five employee circles (Women, Pride, People of Colour, Veterans and Disability) to create and maintain a truly diverse, equitable and inclusive environment where all employees can thrive. Our Women’s Circle focused on connection, learning, and dialogue this year, offering discussions to employees about the impact of menopause and how to support themselves and others in the workplace.

We also hosted some small group discussions to understand what women need to feel supported and valued in the workplace. All of these further our goal to ensure we are building an inclusive environment in the workplace.

We continue to review the way we recruit, utilising data to help us drive positive action to increase the diversity of our talent pool and ensure inclusive recruitment practices. In 2023 we underwent a targeted initiative to focus on diversity at the start of our hiring, adjusting our job descriptions to ensure inclusive language that attracts a diverse candidate pool.

We work closely with external partners to understand better ways to truly support the development of diverse talent within Waters and to encourage the participation of girls and young women in Science, Technology, Engineering, and Maths education thereby increasing our recruitment pool.

DECLARATION

I confirm that the information set out in this report as required under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 is accurate.

Steve Smith, Director, Micromass UK Ltd.

Eilís Rattigan, Director, Human Resources, Micromass UK Ltd.