



**Since April 2017 companies with 250 or more employees have been required by law to carry out gender pay gap reporting under the Equality Act 2010.**

As is common across our sector, the main reasons for our gender pay and bonus gap is that there are more men than women in senior roles as well as more men in roles that attract shift pay and other working pattern allowances.

However, SES Water is committed to making sure we are doing what we can to address these gaps. We believe in creating a diverse workforce which ensures equal opportunities for all employees. We do not discriminate based on gender.

We know there is more we can do though and some of the actions we are taking include:

- We have created a Company Diversity and Inclusion group which provides information and events to support our colleagues and promote diversity.
- Writing our recruitment adverts in-house, checking language in adverts and job descriptions to make sure there is no gender bias.
- Supporting hiring managers with a range of tools to assess role-based skills and recruitment training as required.
- Encouraging managers to go to schools to assist in World of Work talks – reaching out to those who may not have considered this sector.
- Each year we also celebrate events such as International Women's Day and International Women in Engineering Day with members of our senior leadership team and partner organisations, inspiring people with their stories and providing networking opportunities.

We will continue not just as a standalone company, but as a sector, to jointly decrease the gender pay gap.

SES Water confirms the gender pay gap information published in these reports is accurate.

A handwritten signature in black ink that reads 'Ian Cain'.

Ian Cain

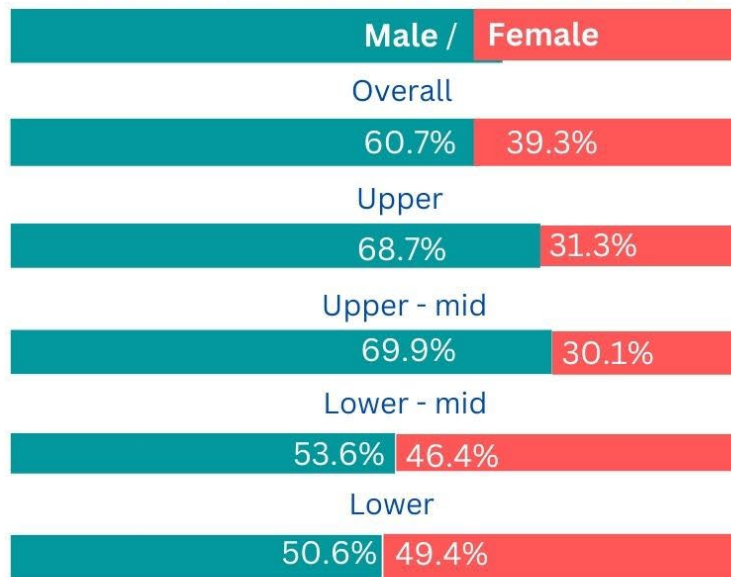
**Group Chief Executive Officer**

# Our gender pay gap results 2022



We believe in creating a diverse and gender-balanced workforce which ensures equal opportunities for colleagues and reflects the customers we serve

## Distribution of colleagues across the pay range



Our pay gap is

**11.7%**

(Median average)

88.3p

£1.00

The challenge for any employer is to eliminate any gender pay gap

## Percentage of men and women that received a bonus



## Gender bonus gap



## Summary of the latest key figures

Out of a total employees count of 352, there were two men excluded from both the pay and bonus gap reports as they were not employed on the 5 April snapshot date. A further seven non-executive directors were excluded, leaving 343 employees included in both the bonus and gender pay gap report.

Our gender pay gap results are based on full pay relevant employees alone and are therefore based on 341 employees of which 133 (39%) are women and 208 (61%) are men. One female member of staff was on maternity leave, and a male member of staff was on sick leave.

### Gender pay gap

This table shows the mean and median percentage differences between the hourly rates paid to each gender.

Pay gap	2022	2021
Mean	10.1%	12.3%
Median	11.7%	14.7%

### Bonuses paid

This table shows the percentage of men and women that received a bonus in the twelve months preceding the 5 April 2022 snapshot date.

Bonuses paid	2022	2021
Men	84.3%	84.2%
Women	75.9%	76.1%

### Gender bonus gap

This table shows the mean and median percentage differences between the bonuses paid to each gender in the preceding 12 months to the 5 April 2022.

Bonus gap	2022	2021
Mean	42.1%	44.5%
Median	0.0%	0.0%

## Distribution of employees across the pay range

	2022		2021	
Quarters	Male	Female	Male	Female
Overall	60.7%	39.3%	61.0%	39.0%
Upper	68.7%	31.3%	69.4%	30.6%
Upper-mid	69.9%	30.1%	69.4%	30.6%
Lower-mid	53.6%	46.4%	52.9%	47.1%
Lower	50.6%	49.4%	52.3%	47.7%

### Mean versus median?

The mean gender pay gap is the difference between the average hourly pay for all men compared with all women across an organisation. This difference is expressed as a percentage.

If we were to line up all our male and female staff members separately, from the lowest to the highest paid, the middle staff member is the median. The median pay gap is the difference between the male median and female median. Like the mean, it is also expressed as a percentage.

### Why are we showing quarters?

Each quarter represents 25 per cent of the workforce. The lower quarter shows the lowest paid 25 per cent of the workforce, while the top quarter shows the highest paid 25 per cent of the workforce.

SES Water confirms the gender pay gap information published in these reports is accurate.



Ian Cain

**Group Chief Executive Officer**