



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:

- Regularly reviewing our organisation design, pay review calibrations and current approval process for vacancies
- Continuing to recruit new colleagues directly from the business to attract a wider range of candidates, inform the early careers audience and consider apprenticeships where possible
- Reviewing our website careers page to better reflect our benefits, culture, career progression, as well as purpose and values
- Empowering our managers with a range of tools to assess role-based skills and recruitment training as required
- Creating more visibility on our social media channels about available job vacancies
- Continuing to celebrate events such as International Women's Day and International Women in Engineering Day, inspiring people with stories from across our business and providing networking opportunities

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

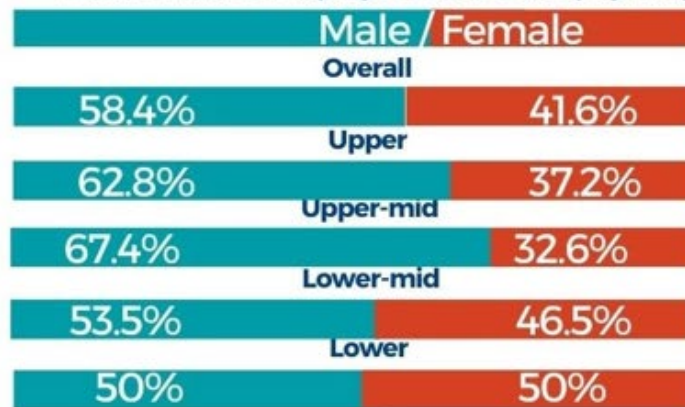
Group Chief Executive Officer

Our gender pay gap results 2023



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

Distribution of employees across the pay range



Our pay gap is

13.3%

(Median average)

86.7p

£1.00

The challenge for all employers is to eliminate any gender pay gap

Percentage of men and women that received a bonus



Gender bonus gap

Mean percentage difference

27.3%

Median percentage difference

9.5%

Summary of the latest key figures

On 5 April 2023 we had 351 employees; these relevant employees were used to measure the gender bonus gap using bonus data from the previous 12 months. In accordance with the legislation, only employees who had received their full pay during the month of April 2023 were used to measure our gender pay gap and analyse our pay quarter data. This meant that 5 women and 2 men were excluded from this section of the analysis because they were taking reduced-pay leave. Of the remaining 344 full-pay relevant employees, 201 were men and 143 women giving a gender balance of 58.4:41.6%

Gender pay gap

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

Pay gap	2023	2022
Mean	7.1%	10.1%
Median	13.3%	11.7%

Bonuses paid

This table shows the percentage of men and women that received a bonus in the twelve months preceding 5 April 2023.

Bonuses paid	2023	2022
Men	93.1%	84.3%
Women	87.2%	75.9%

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 2023.

Bonus gap	2023	2022
Mean	27.3%	42.1%
Median	9.5%	0.0%

Distribution of employees across the pay range

Quarters	2023		2022	
	Male	Female	Male	Female
Overall	58.4%	41.6%	60.7%	39.3%
Upper	62.8%	37.2%	68.7%	31.3%
Upper-mid	67.4%	32.6%	69.9%	30.1%

Lower-mid	53.5%	46.5%	53.6%	46.4%
Lower	50.0%	50.0%	50.6%	49.4%

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