

Gender pay gap report

5 April 2023



YorkshireWater

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Introduction

I am pleased to report on Yorkshire Water's gender pay gap figures for the year to April 5 2023.

Since the introduction of mandatory reporting in 2017, Yorkshire Water has consistently maintained a lower pay gap than the national average. While our year-on-year figures have generally remained comparable, the 2023 report shows an increase to the gender pay gap figures.

For the year ending April 5, 2023, the mean figure increased to 6.6% compared to 4.4% in 2022. Similarly, the median figure rose to 8.4% from 5.1% in the previous year. Our predominantly male and long serving technical workforce, constituting 73% of our colleagues, reflects a historical imbalance that will require sustained efforts over several years to rectify. Despite these challenges, our aim is to be reflective and representative of our communities and customers.

As we strive to deliver our 10 year strategy of a thriving Yorkshire that's right for our customers and right for the environment, our focus includes building high performing teams that are built on inclusivity and respect.



Nicola Shaw
Chief Executive Officer
Yorkshire Water

Gender pay gap

On the following pages we show Yorkshire Water's overall median and mean gender pay gap data based on hourly rates of pay at the snapshot date of 5 April 2023 with a comparison to 2022, our seventh year of reporting.

We also show median and mean bonus pay gap data for bonuses paid up to 5 April, plus some additional information to explain our pay data and how we are addressing the gender pay gap.

What is the difference between mean and median?

The mean and median are two ways of calculating the average hourly pay and average bonus of women and men at Yorkshire Water. If we created two lines, one with all the women in Yorkshire Water and the other all the men:

The mean is adding up all the data separately for the women and the men and dividing by the number of people in the respective line.

The median is at exactly the halfway point on each of the lines.



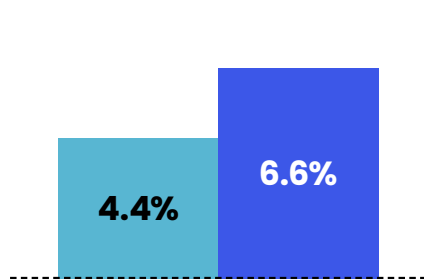
Gender pay gap

In comparison to 2022, the 2023 data shows an increase in both the mean and median figures.

2023 has seen an increase to both the mean and median gender pay gap figures by 2.2% and 3.3% respectively. A key factor in this and, for the fourth consecutive year, we have seen an increase in female representation in the lower quartile increasing by a further 3% in 2023.

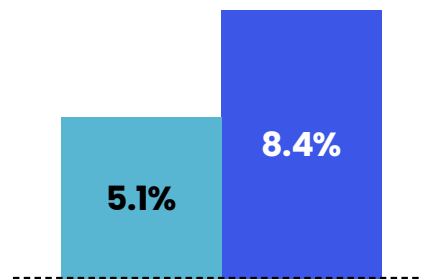
The difference between the **mean hourly rate of pay** of male full-pay relevant colleagues and that of female full-pay relevant colleagues.

- 2022
- 2023



The difference between the **median hourly rate of pay** of male full-pay relevant colleagues and that of female full-pay relevant colleagues.

- 2022
- 2023



National Average Mean Pay Gap Figure 2023 submissions

11.7%*
(compared to 13.1% in 2022)

Our Mean Pay Gap is now

6.6%

National Average Median Pay Gap Figure 2023 submissions

11.5%*
(compared to 11.9% in 2022)

Our Median Pay Gap is now

8.4%

*Based on 2023 figures from Gender Pay Gap Services Gov UK as at 28/03/2024

Bonus Pay Gap

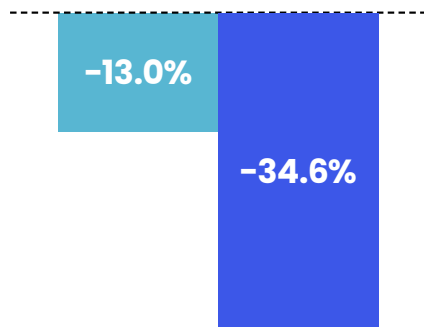
The mean bonus pay gap figure has increased from 2022 and the median figure has remained the same.

In 2023 we have seen a further increase to the mean bonus pay gap figure, now at -34.6% in favour of females compared to -13.0% in 2022. A key driver for this is the representation of females we see in senior roles and therefore receiving higher bonuses.

The median bonus pay gap figure is consistent at 0.0% for the fourth consecutive year. Part of the explanation for this is that the significant majority of colleagues received the same annual bonus payment.

The difference between the **mean bonus pay** paid to male relevant colleagues and that paid to female relevant colleagues.

- 2022
- 2023



The difference between the **median bonus pay** paid to male relevant colleagues and that paid to female relevant colleagues.

- 2022
- 2023



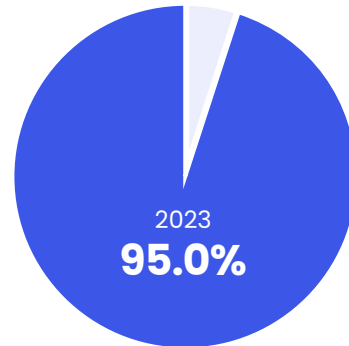
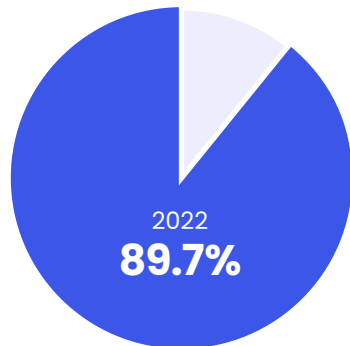
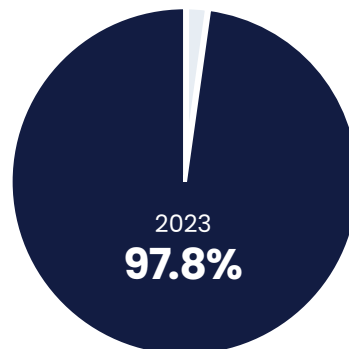
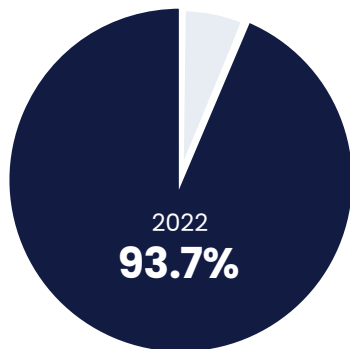
Percentage Receiving Bonus

2023 has seen the proportion of male and female colleagues receiving a bonus increase.

The gap between the percentage of males and females receiving a bonus in 2023 has also reduced from 4% to 2.8%.

The proportions of male and female relevant colleagues who were paid bonus pay.

- Males
- Females



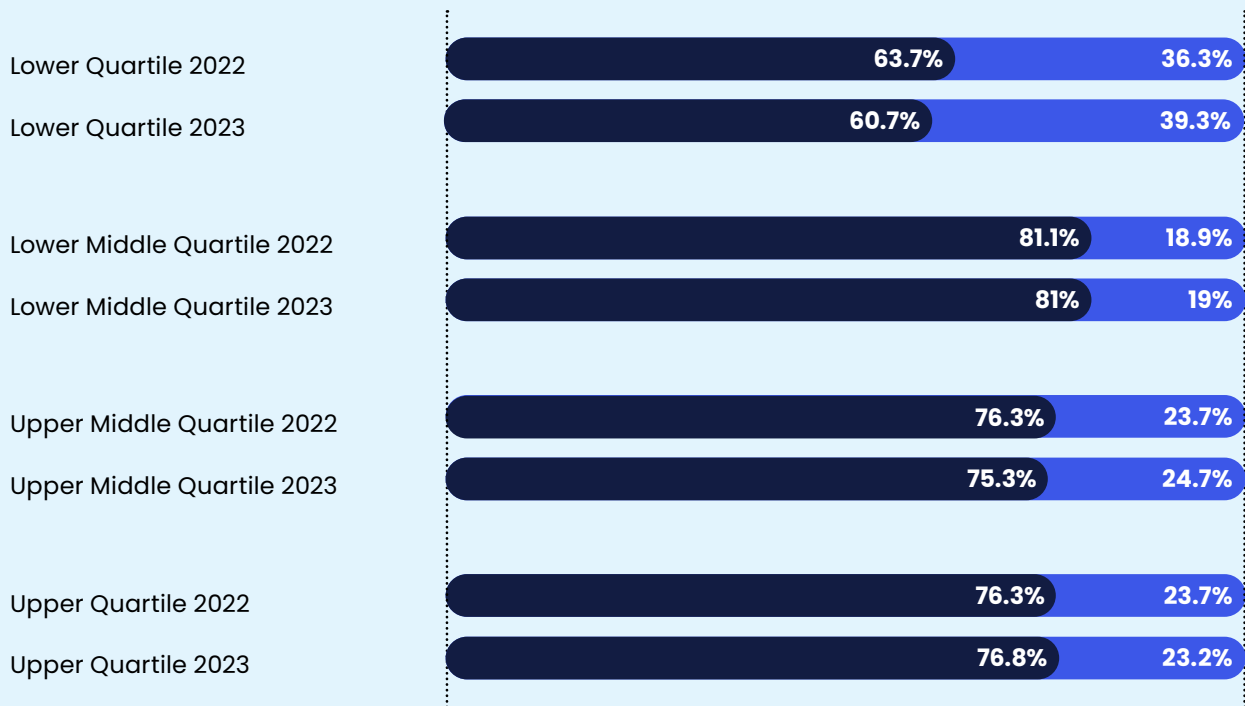
Distribution of colleagues by Quartile

Gender pay gap figures are often a reflection of a greater proportion of one gender in more senior and, therefore, better paid roles.

As referenced previously in the foreword of this report, there has been minimal changes in our gender demographic for the 2023 reporting year. Indeed, there was little change from the previous year across the lower middle, upper middle and upper quartiles for both males and females. This, combined with an increase to the female population within the lowest quartile has had an impact on the mean pay gap figure for 2023, now at 6.6%. Whilst we have seen an increase in the number of females in the lower quartile for 2023, which also contributes to the increased median pay gap figure of 8.4%, the overall gender spilt across the business for 2023 remains comparable to previous reporting years at 73% male and 27% female.

The proportions of male and female full-pay relevant colleagues in the lower, lower middle, upper middle and upper quartile pay bands.

- Males
- Females



Proportion of males and females when divided into four groups (quartiles) ordered from lowest to highest paid.

Equality, Diversity & Inclusion at Yorkshire Water

Closing the gender pay gap is complex and there is no quick fix, however the route to addressing our pay gap is through our approach to equality, diversity, and inclusion (ED&I).

Since our ED&I strategy was introduced this year as part of our 10-year business strategy we identified there was more to do to gather the right information from our people to better inform our decisions, and have been focusing on the following;

- Building an open and inclusive culture where our people feel connected, engaged, and free to be themselves.
- Embracing, increasing, and retaining the diversity within our workforce.
- Equipping our colleagues with the openness, understanding and confidence to openly discuss ED&I.

Other positive steps we have taken include

- Broadening our diversity questions to gather more information about our colleagues, including caring responsibilities, gender identity, and socio-economic background.
- Regularly reviewing our people processes in order to address potential barriers for women and all underrepresented communities.
- Introduction of our new **AllTogether Different** inclusion campaign and hub which is going from strength to strength and continues to showcase our many incredible networks; Disability and Neurodiversity, Family, LGBT+, Race and Ethnicity, Women and Gender and Armed Forces.
- Continued success in our **Women in Engineering** group which unites women and male allies across the Partnership for Yorkshire group in order to share successes and challenges, establish a supportive network and discuss best practice to name a few. This group was shortlisted for the Water Industry Awards Diversity Initiative of the year 2023.

Whilst we recognise there is more to do, we have made progress in 2023 which has resulted in a nomination for the Water Industry Awards Diversity Initiative of the year 2023.

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