

Gender Pay Gap report

5 April 2025



YorkshireWater



How to view this document

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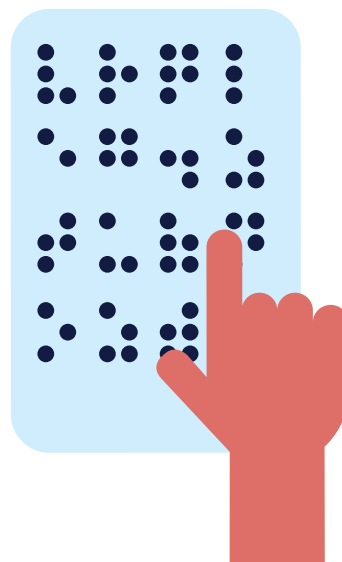
There are also many other clickable links within this document which we've made easy to spot by underlining and **highlighting** them in blue.

Accessibility matters.
That's why we want all of our customers to be able to engage, navigate, and understand our Gender Pay Gap report.

By using assistive technology like screen readers, text-to-text speech programmes and Braille displays, we can provide equal access to anyone with visual, mobility, or cognitive impairments.

We've taken steps to ensure this document supports additional accessibility needs:

- Screen readers will recite content in a logical order, as well as identifying headers and providing alternative text for images.
- Table of contents and bookmarks to aid navigation.
- Easy-to-read text that's structured using headings, clear paragraphs and tables.
- Comfortable colour contrast.



Introduction

At Yorkshire Water, we recognise that fairness, equality and inclusion are an important part of the way we work and serve our communities. Each year, our Gender Pay Gap report gives us an opportunity to reflect on the progress we've made and the work still ahead.

Whilst our workforce remains predominantly male and is made up of 73% male vs female workforce and this is reflected in the overall figures, I'm pleased to share that in 2025, our gender pay gap has continued to narrow and both our mean and median pay gaps have improved compared to last year, with the mean gap now at **4.1%** and the median at **3.3%**—well below the national averages.

Bonus proportions have decreased in 2025 compared to 2024. This change is primarily due to the significant number of new colleagues who joined the business between April 2024 and the snapshot date of 5 April 2025. These individuals were not eligible for the bonus payment made in July 2024, which forms the basis of the current bonus pay gap figures. This trend highlights the remarkable growth and expansion our business has experienced over the past 12 months.

While these results are encouraging, we know that closing the gap further requires sustained effort, so we remain focused on developing talent, supporting careers and ensuring that our policies and practices promote equality at every level.



Nicola Shaw, CBE
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 2025 with a comparison to 2024, our ninth 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

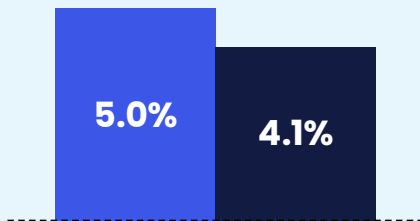
Both the mean and median gender pay gap figures have continued to improve in 2025.

After a period of modest increases between 2021 and 2023, the gender pay gap began to narrow in 2024 and continued to fall in 2025. The 0.9% reduction in the mean pay gap reflects steady progress, keeping the gap consistently low. In 2025, female mean pay grew slightly faster than male mean pay contributing to this improvement.

The 1% reduction in the mean gender pay gap demonstrates strong progress overall. While female median pay rose by 10.4% and male median pay by 14.5%, the actual difference in pound terms between men's and women's median pay remains small. This indicates that both groups have seen significant growth, and the gap is closing at a consistent pace.

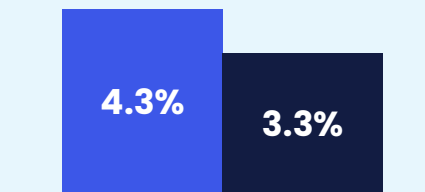
The difference between the **mean hourly rate of pay** of male full-pay relevant colleagues and that of female full-pay relevant colleagues.

- 2024
- 2025



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

- 2024
- 2025



National Pay Gap Statistics

National Average Mean Pay Gap Figure
2025 submissions
(To Date)

10.8%*

(Compared to 11.9% in 2024)

National Average Median Pay Gap Figure
2025 submissions
(To Date)

11.3%*

(Compared to 11.2% in 2024)

Bonus Pay Gap

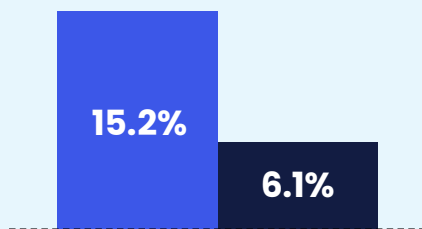
The mean gender bonus pay gap figure has decreased from 2024 and the median figure remains at 0%.

The mean bonus pay gap is largely influenced by the size and distribution of bonuses within senior roles. In 2024, the mean bonus gap stood at 15.2%, but this has fallen to 6.1% in 2025. This improvement is primarily due to increased female representation in senior positions during 2025.

For the sixth consecutive year, the median gender bonus pay gap remains at 0%, reflecting the consistent application of a uniform bonus across the majority of employees.

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

- 2024
- 2025



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

- 2024
- 2025

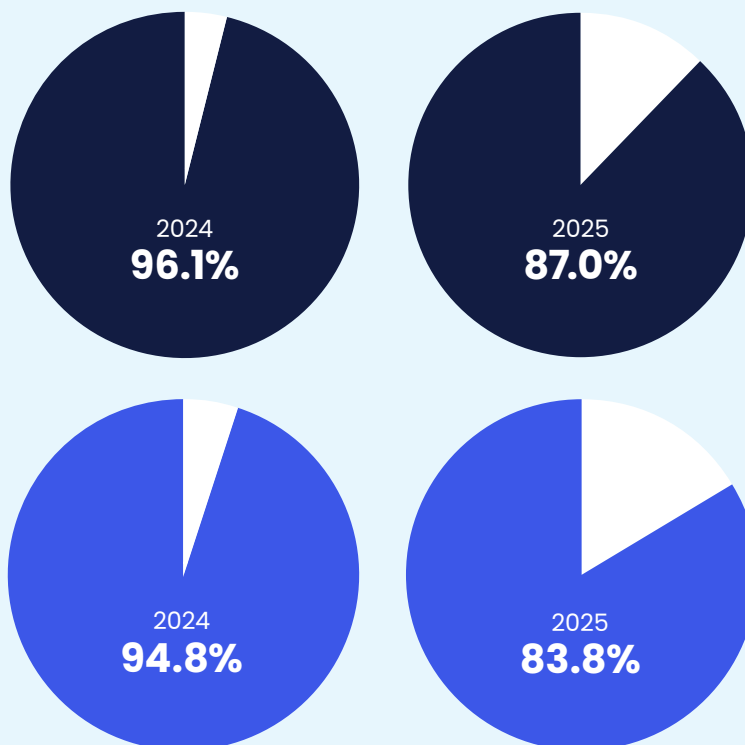


Percentage Receiving Bonus

In 2025, the proportion of employees receiving a bonus decreased for both males and females.

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

- Males
- Females



Male bonus eligibility decreased by 9.1%, while female eligibility fell by 11%. This decline is primarily due to the significant number of new starters included in the snapshot data who were not eligible for the reported bonus. These new hires account for approximately 11% of the total workforce. As a result, the eligibility figures reflect the impact of recent recruitment rather than a change in bonus policy or practice.

Bonus pay proportions were further reduced this year due to the introduction of bonus pension salary sacrifice. Employees who chose to sacrifice their entire bonus into pension are treated as not receiving a bonus.

Distribution of colleagues by quartile

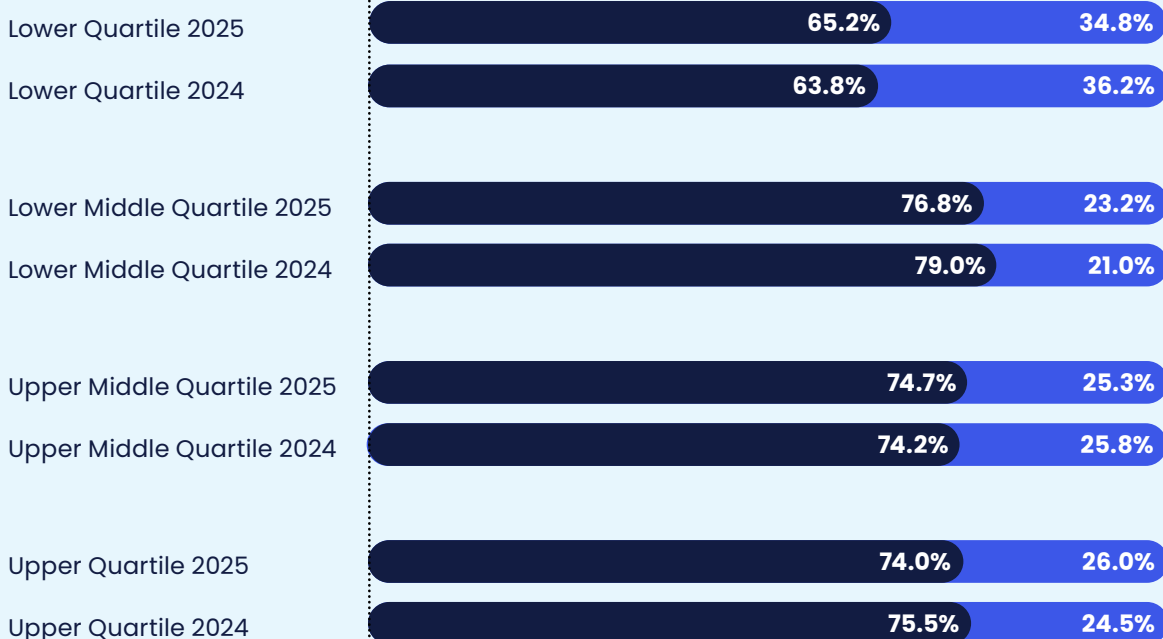
As gender pay gap figures are reflection of male and female representation across different roles, it's important to understand quartile distribution as this can show us where imbalances may be and help in addressing these.

The reduction in the mean gender pay gap from 5% to 4.1% is primarily driven by improved female representation in the upper quartile where the female percentage has increased from 24.5% to 26%. As these roles often carry higher salaries, even small changes in representation can influence the mean pay gap.

Similarly the increase in the lower middle quartile where the amount of females has rise from 21% to 23.2% suggest progress in mid-level roles which helps to balance pay distribution.

Whilst worth noting that male representation has increased in the lower quartile, this is slight and the gains for females at the top and middle have more impact on the overall narrowing of the gender pay gap.

- Males
- Females



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

Equality, Diversity and Inclusion at Yorkshire Water

At Yorkshire Water, we are committed to creating an inclusive workplace where everyone can thrive.

Through dedicated networks and wellbeing initiatives, we are driving meaningful change that supports women at every stage of their careers. From inspiring the next generation of female engineers to improving facilities and championing health and wellbeing, our efforts reflect a holistic commitment to equity and inclusion.

Women in Engineering Network

Our Women in Engineering network continues to lead change through three key areas:

- Supporting women to join the industry, including participation in STEM Fest to showcase Yorkshire Water and inspire young girls.
- Ensuring female-friendly PPE and facilities are available across our sites.
- Promoting male allyship as a core part of our inclusion strategy.

Health and Wellbeing Initiatives

Our Women's Network partnered with the Wellbeing team on International Women's Day to spotlight the health and wellbeing of female colleagues, highlighting the diverse lived experiences of ethnically diverse women. We launched our **Menopause Action Plan** and introduced **Me&MyMenopause**, an evidence-based information portal accessible to all colleagues.

National Inclusion Week

We hosted a panel discussion on mentoring and navigating careers in male-dominated workplaces, featuring inspiring female leaders from Yorkshire Water.

Investing in Future Leaders

We continue to invest in aspiring women leaders by sponsoring attendance at key industry events, including British Water's *Women on Water* conference, to support professional development.

Data-Driven Inclusion

Our **AllTogether Different** inclusion campaign is evolving to provide deeper data insights, enabling us to identify opportunities to promote inclusion and address disparities in engagement scores by gender and ethnicity through listening groups.

Improving Facilities

We have commenced an organisation-wide programme of improvements to upgrade facilities and sanitary provision, ensuring better support for female colleagues working in the field.

Thank you for reading



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YorkshireWater