

Gender Pay Gap

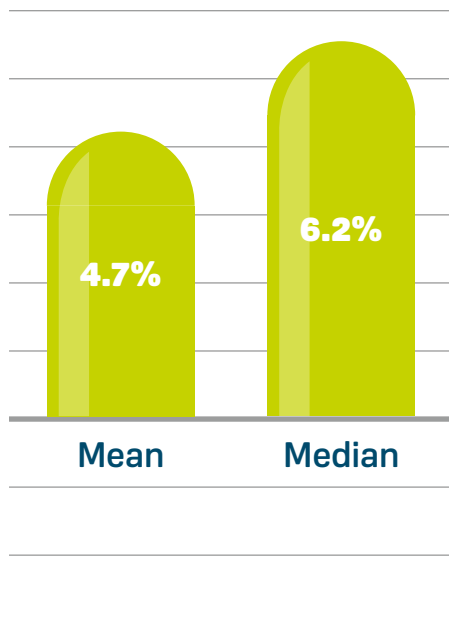
March 2019

All companies with more than 250 employees are required to publish their gender pay gap data. We provide water and sewerage services to around 5 million homes and 140,000 businesses in Yorkshire and we employ around 2800 people to help us do this.

The methodology for calculating the gender pay gap and its reporting is determined by law. The data used for the first publication must be as at 5 April 2018 and must be published on the government website and our website no later than 4 April 2019. More details about the methodology used to report our gender pay gap can be found at genderpaygap.campaign.gov.uk

We provided our pay data for our employees to Ernst & Young to provide external verification of the calculations and reporting of the gender pay gaps.

Yorkshire Water Ordinary Pay Gap



National Average Mean Pay Gap

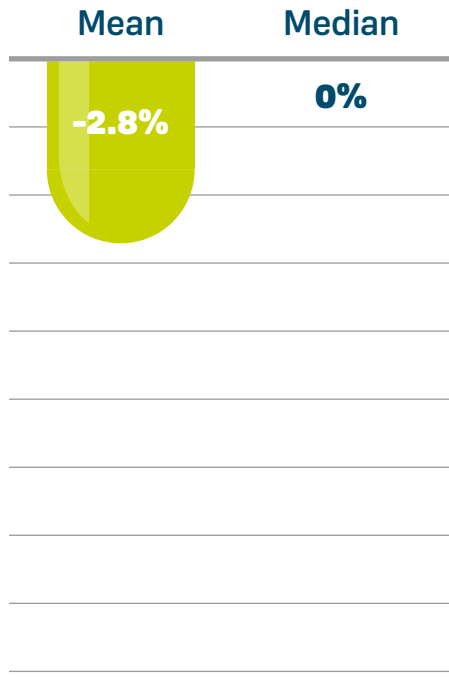
17.1%

National Average Median Pay Gap

17.9%

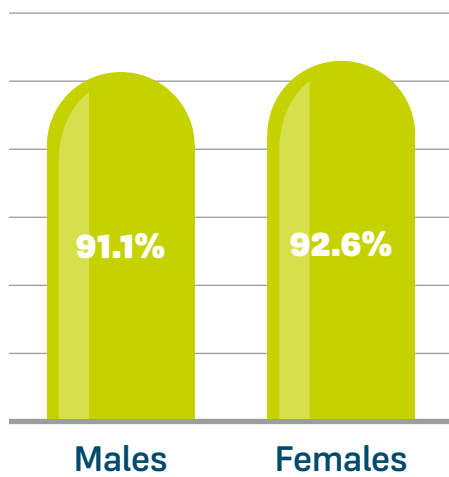
*based on figures from 2018 Office National Statistics (ONS) Survey

Bonus Pay Gap



On average our female colleagues received a higher bonus than our male colleagues.

Percentage Receiving Bonus



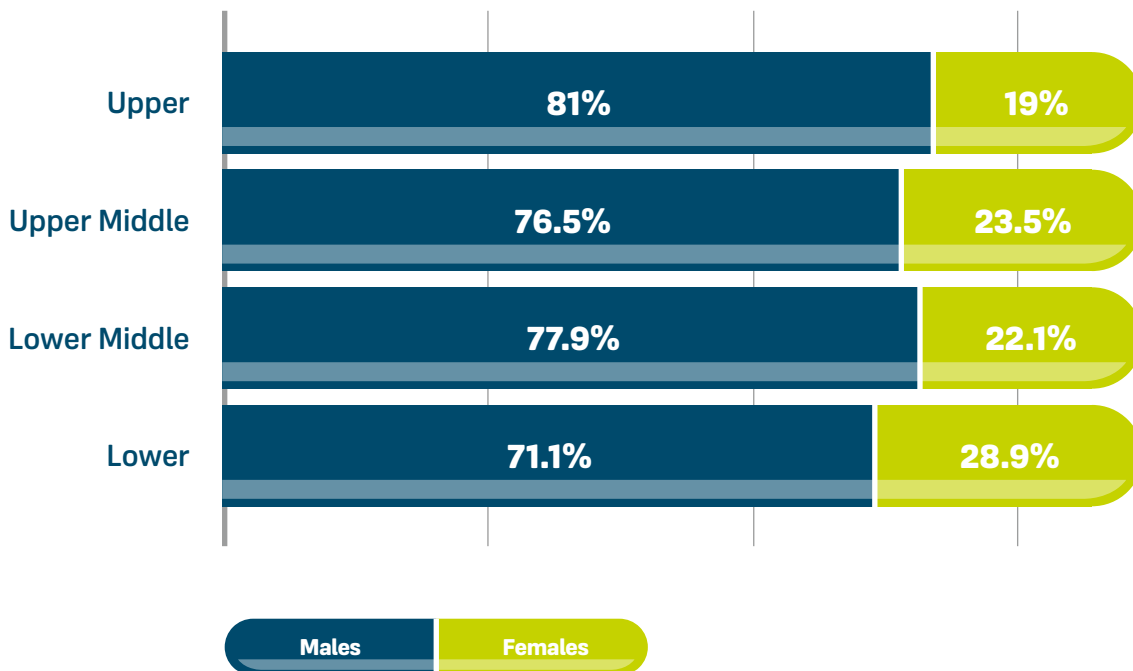
The percentage of females receiving a bonus is marginally higher than that for males.



Distribution of Employees by Quartile

Our overall workforce profile is 76.6 per cent male and 23.4 per cent female. Female representation is slightly higher in the lower quartile.

This is an area of focus for further work and analysis to ensure we have the right programmes and development in place to ensure we attract, retain and progress female talent.



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



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