

Gender Pay Gap report

5 April 2024



YorkshireWater

How to view this document

❶ This button takes you to the previous page.

❷ This button takes you to the next page.

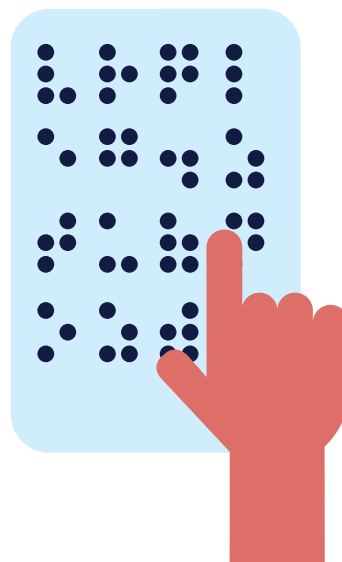
There are also many other clickable links within this document which we've made easy to spot by underlining and **highlighting** them in blue.

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

I am pleased to share Yorkshire Water's gender pay gap figures for the year to April 5 2024.

Since the introduction of mandatory reporting in 2017, Yorkshire Water has consistently maintained a lower pay gap than the national average, however over the past 3 years we have observed a general increase across the mean and median pay gap figures in Yorkshire Water. Whilst there is still a way to go in closing our gender pay gap, we are happy to report that our 2024 report shows a decrease to both the mean and median gender pay gap figures.

For the year ending April 5, 2024, the mean figure has decreased to 5.0%, down from 6.6% in 2023. Similarly, the median has dropped to 4.3%, compared to 8.4% the previous year. Our technical workforce, which is predominantly male and comprises 73% of our colleagues, highlights a historical imbalance that will require ongoing efforts over the coming years to address.

Despite these challenges, we are committed to becoming more reflective of and representative to our communities and customers. Our goal is to achieve this through the implementation and continued development of our equality, diversity, and inclusion (ED&I) strategy that creates a more inclusive environment for all.

We continue to work towards delivering our vision of 'A thriving Yorkshire. Right for customers. Right for the environment'. A key focus is building high performing teams, grounded in inclusivity and respect, that will help us collectively get better every day.



Nicola Shaw, CBE
Chief Executive Officer



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 2024 with a comparison to 2023, our eighth 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're tackling 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 2023, the data shows a decrease to both the mean and median gender pay gap figures.

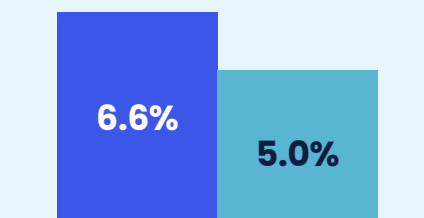
After 3 years of consecutive increases, in 2024 we saw a decrease of 1.6% to the mean gender pay gap figure, which now sits at 5% compared to 6.6% in 2023. This is mirrored by a 4.1% reduction to the median gender pay gap figure which is 4.3% compared to 8.4% in 2023.

One factor influencing this change is that women's hourly pay has risen 1% higher than men's hourly pay in 2024.

Another key factor contributing to the improvement in the gender pay gap figures is the decrease we see of 3.1% to female representation in the lower pay quartile and the increase to female representation in the upper pay quartile of 1.3%.

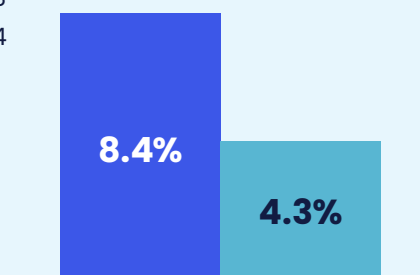
The difference between the **mean hourly rate of pay** of male full-pay relevant colleagues and that of female full-pay relevant colleagues.

- 2023
- 2024



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

- 2023
- 2024



National Pay Gap Statistics

**National Average
Mean Pay Gap Figure
2024 submissions
(To Date)**

10.9%*

(Compared to 12.4% in 2023)

**National Average
Median Pay Gap Figure
2024 submissions
(To Date)**

11.2%*

(Compared to 11.5% in 2023)

Bonus Pay Gap

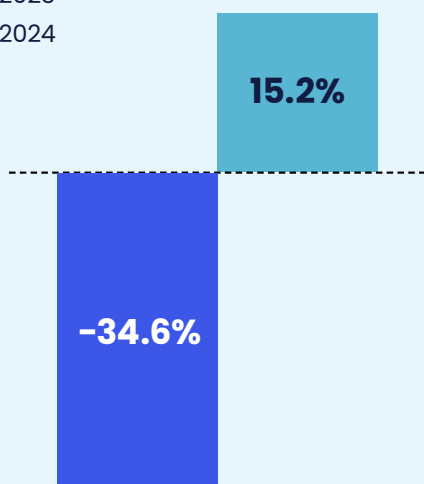
The mean gender bonus pay gap figure has increased from 2023 and the median figure remains at 0%.

The increase to the mean bonus pay gap is entirely driven by the most senior bonuses and the representation of females at this level. In a change for 2024, the top 2 bonus earners are male compared to female in 2023. This explains the increase from -34.6% in favour of females to 15.2% in favour of males.

As has been the case in the previous 4 years, the median gender bonus pay gap figure remains consistent at 0%. This is due to the significant majority of colleagues receiving the same annual bonus payment.

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

- 2023
- 2024



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

- 2023
- 2024

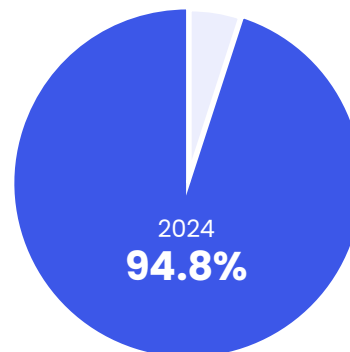
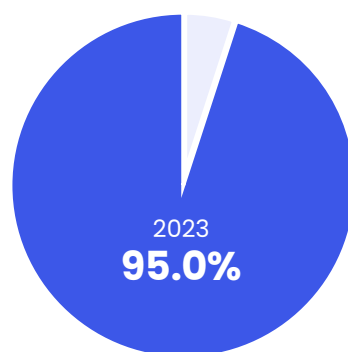
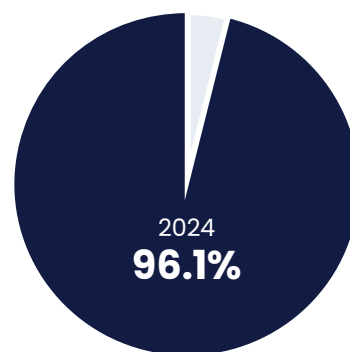
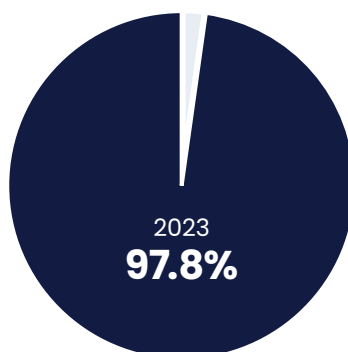


Percentage Receiving Bonus

2024 has seen the proportion of male and female colleagues receiving a slight bonus decrease.

The proportions of males and females receiving a bonus payment remains similar to 2023, with a 0.2% reduction for females and 1.7% reduction for men.

- Males
- Females



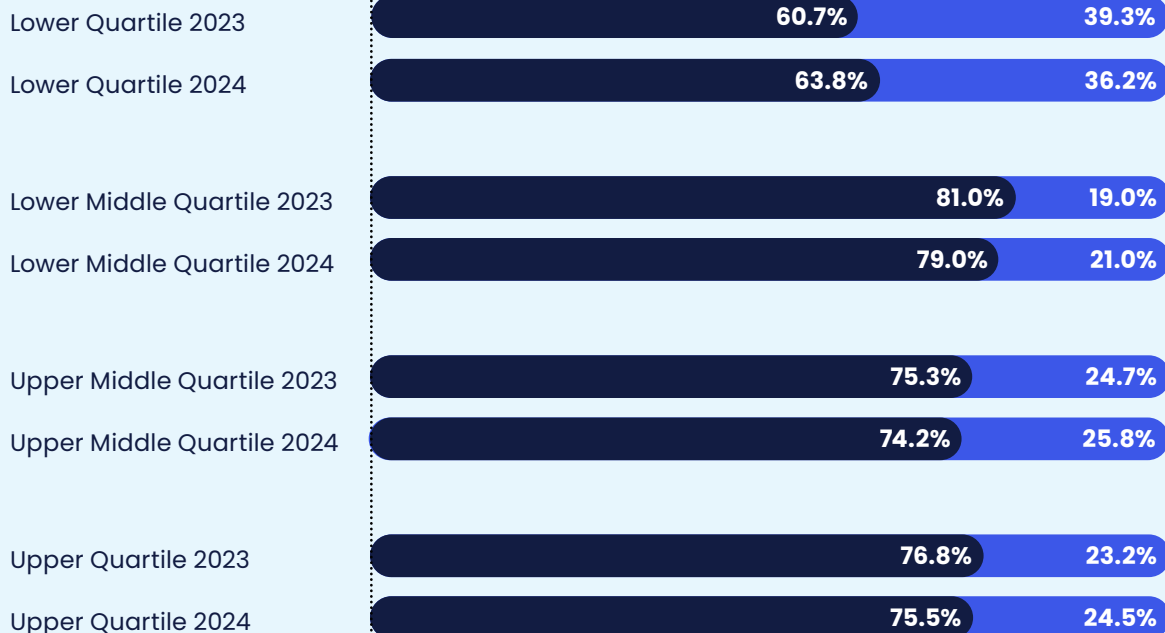
Distribution of colleagues by quartile

As gender pay gap figures are a reflection of representation in each role, understanding quartile distribution is an important tool when reviewing the gender pay gap.

Overall, there have been minimal changes to our gender demographic for the 2024 reporting period with males still in 73.1% of roles compared to 26.9% for females. However, we've seen some changes in representation within the quartiles which is contributing to the reduction to the 2024 gender

pay gap figures. There has been a 3.1% decrease in female representation in the lower pay quartile coupled with a 1.3% increase in the upper pay quartile, having the most significant impact on the 2024 figures.

- 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

Yorkshire is a wonderfully diverse place. We want to become an organisation that represents that and are committed to providing a diverse and inclusive working environment where all our people are treated equally.

Since the launch of our equality, diversity and inclusion strategy in 2023 (which sits within our overall 10-year business strategy), we've been working to achieve an inclusive culture by embracing and understanding our differences, and equipping our colleagues with the awareness and confidence to be able to talk openly on anything linked to ED&I. We'll continue to build our culture, creating an inclusive workplace where everyone feels involved, respected and encouraged to do a fantastic job.

Our **Women in Engineering** network has been instrumental in driving change through three key areas:

- Encouraging women to enter the industry and participating in STEM Fest to highlight Yorkshire Water and inspire young girls.
- Making sure we provide suitable, female-friendly PPE and facilities.
- Fostering male allyship to support our strategy.

We've also continued to evolve our **AllTogether Different** inclusion campaign to gather data insights, deliver impactful events and connect colleagues from our Disability and Neurodiversity, Family, LGBT+, Race and Ethnicity, Women and Gender and Armed Forces networks.

We've supported our group of ED&I networks by making sure that the co-chairs feel empowered

to lead effectively and with impact. Each of the co-chairs have taken part in a 10 week employee network leadership programme, designed to enhance their leadership capabilities and ability to drive meaningful change within the organization.

We're also continuing our review of policies in line with industry peers, including updating our Equality, Diversity and Inclusion policy and implementing a menopause employee and people leader toolkit to support women's health.

Building a workforce for the future

Developing robust apprenticeship schemes and graduate intake programmes are essential for building a diverse and valued workforce of the future. These initiatives provide valuable opportunities for young talent from various backgrounds, helping to address gender and ethnicity pay gaps. By investing in these programs, we aim to ensure a steady pipeline of skilled professionals who are representative of the broader society. This approach not only promotes diversity but also fosters an inclusive culture where everyone has the chance to succeed.



Thank you for reading



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YorkshireWater