



# SES WATER GENDER PAY GAP REPORT – APRIL 2021

## Employee funnel

Out of a total employee count of 352, there were two men excluded from both the pay and bonus gap reports as they were not employed on the 5<sup>th</sup> of April snapshot date. A further seven non-executive directors were excluded, leaving 343 employees included in both the bonus and gender pay gap report.

Our gender pay gap results are based on full pay relevant employees alone and are therefore based on 341 employees of which 133 (39%) are women and 208 (61%) are men. One female member of staff was on maternity leave, and a male member of staff was on sick leave.

## Gender pay gap

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

Pay Gap	2021	2020
Mean	12.3% ↓ 2.8%	15.1%
Median	14.7% ↓ 3.9%	18.6%

## Bonuses paid

This table shows the percentage of men and women that received a bonus in the twelve months preceding the 5 April 2021 snapshot date.

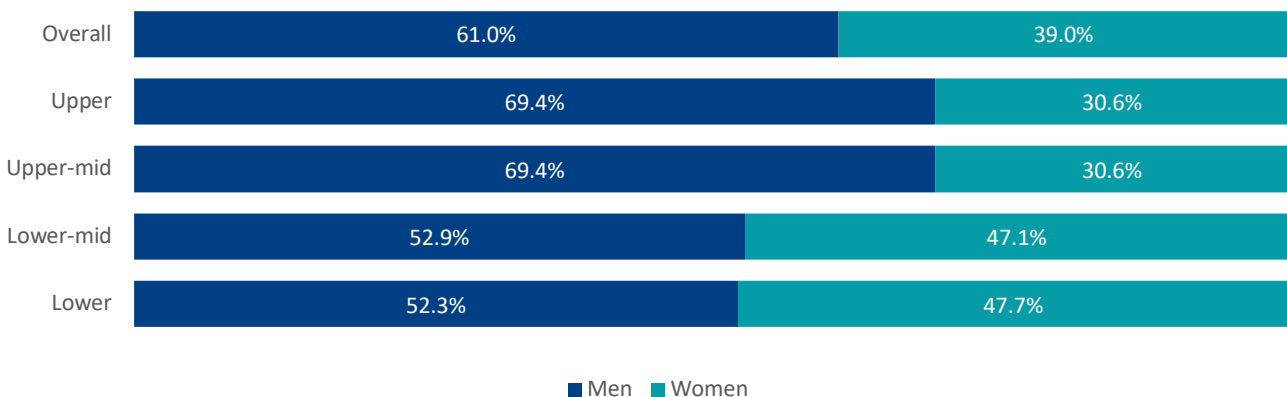
Bonuses paid	2021	2020
Men	84.2% ↓ 0.1%	84.3%
Women	76.1% ↑ 0.4%	75.7%

## 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 2021.

Bonus Gap	2021	2020
Mean	44.5% ↑ 16.9%	27.6%
Median	0.0%	0.0%

## Distribution of employees across the pay range



## Confirmation statement

I confirm that the information published here is accurate:

Signature:

Job Title:

Date:

### Peer comparison - Gender & Bonus Gaps

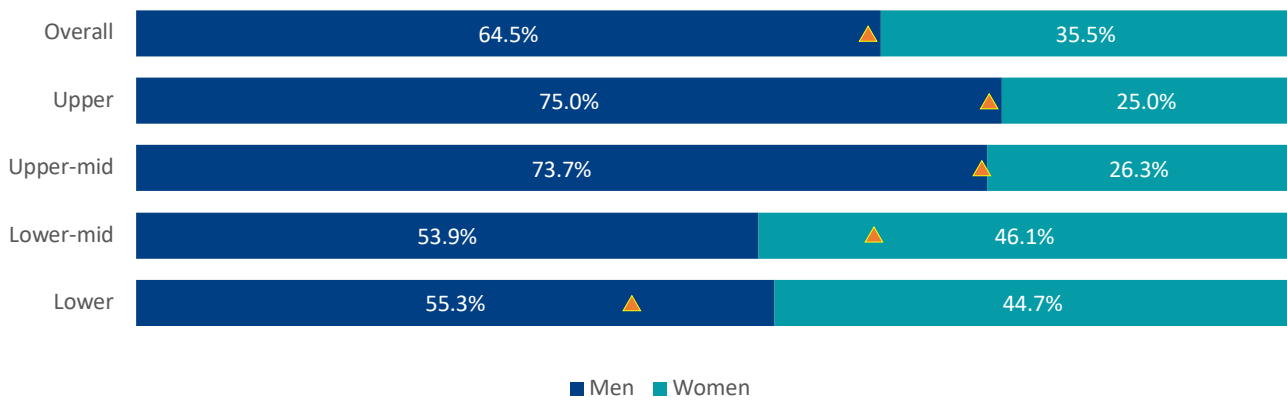
This table shows the mean and median pay and bonus gaps submitted in **2020** by SES and its two main competitors. 2021 figures have not been used due to the lack of data from competitors. Of note, South East Water is 2.7 times bigger than SES whereas Portsmouth is broadly similar.

Pay Gap	SES	Portsmouth	South East	Bonus Gap	SES	Portsmouth	South East
Mean	15.1%	19.0%	22.5%	Mean	27.6%	20.6%	69.8%
Median	18.6%	10.9%	23.1%	Median	0.0%	25.2%	2.7%

### Peer comparison - Distribution of employees across the pay range

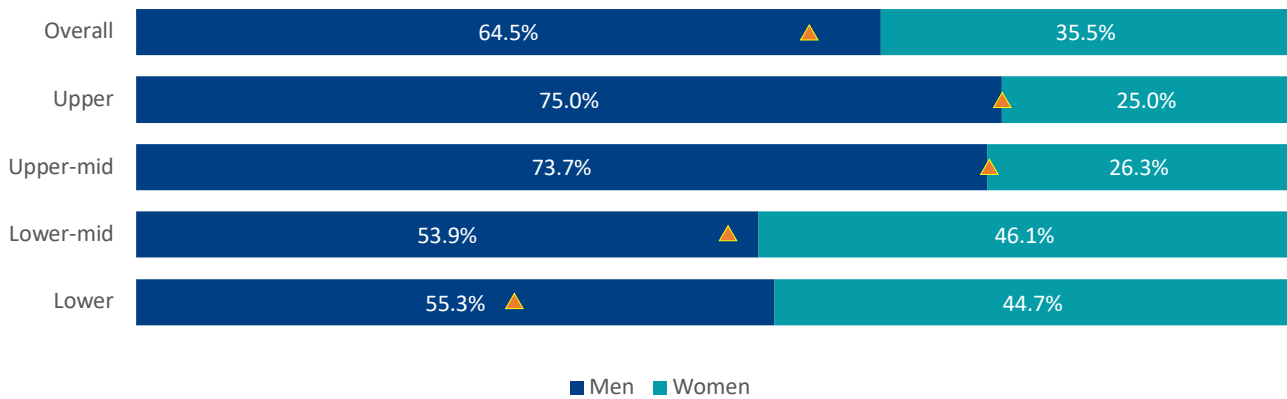
The following two charts compare the pay distribution of SES against its competitors.

#### SES Water vs Portsmouth Water



Portsmouth is broadly similar in overall representation and the upper two quarters, but they have a huge overrepresentation of women in the lower quarter.

#### SES Water vs South East Water



South East Water are closer to a 50:50 male female representation but this is not reflected in its quarters. They have large overrepresentation problems above the middle and a huge female overrepresentation problem in the lower quarter (25.4% delta).