

Gender pay gap report

Women earn £1.02 for every £1 that men earn when comparing median hourly pay. The median level is -1.6% with women earning higher pay than men.

We have seen our mean (average) gender pay gap increase for women this year from 6% to -0.4% we believe as a result of more women in senior roles.

More bonus was paid to both men and women. The median bonus gap reduced from 50% to zero, 0%.

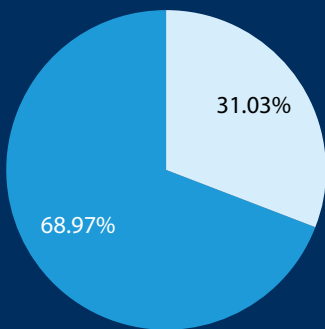
Difference between men and women

	Mean	Median
Pay gap	-0.44%	-1.60%
Bonus pay	31.37%	0%

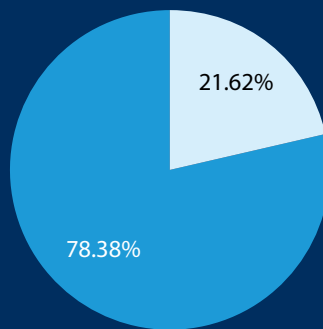
A positive % indicates that the male average is higher than the female average.

Bonus paid

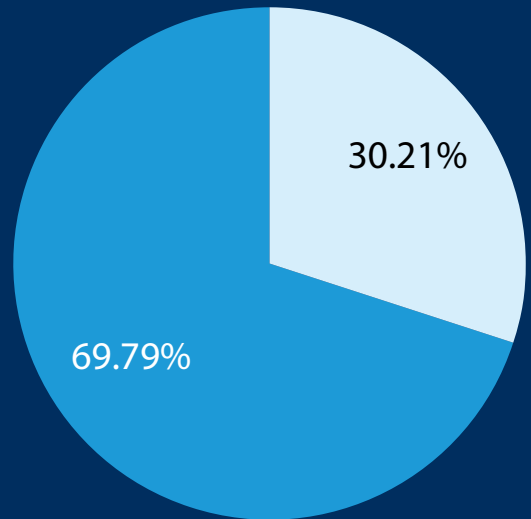
No bonus Bonus



Men

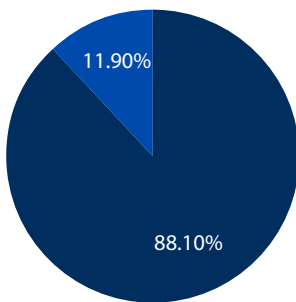


Women

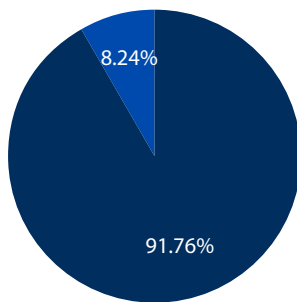


All employees

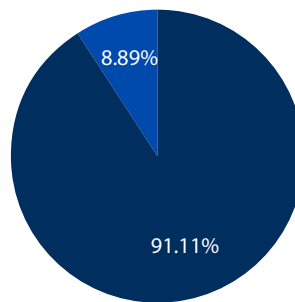
Percentage of women in each pay quartile



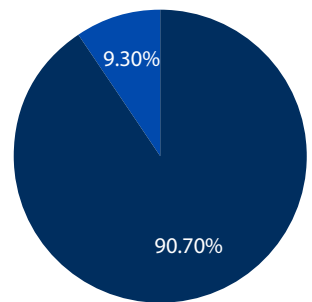
Quartile 1



Quartile 2



Quartile 3



Quartile 4

Men Women

Simon Dray
Managing Director (SSI Services - Water)