

Gender pay gap report 2023

Companies with more than 250 employees must publish their gender pay gap. The salary data in this report was a snapshot taken on 5 April 2023. The Bonus information relates to the performance year from April 2022 to March 2023.



from
**Southern
Water** 



Message from our CEO



At Southern Water, we believe where individuals can be themselves, they can achieve professional fulfilment and ultimately business success.

This year our mean pay gap has further improved to a score of 0.07%, continuing the three-year trend. Last year I commented that over a quarter of our workforce (26%) were women and that we had ambitious targets to see the female representation grow to 35% by 2030. This continues to be our ambition, which we aim to achieve by continuing our focus on recruitment and retention practices and providing everyone the best possible opportunity to learn and grow their careers with us.

We always have a mix of male and female apprentices and graduates bringing in fresh ideas to the business. We are also continuing to work on our Dare to Dream mentoring

programme as part of how we work with our schools and the community, and we listen carefully to our employee resource groups.

The data from the April 2023 snapshot showed we had a predominantly male Executive team. At the time of this report however, our Executive team is split sixty-forty between men and women. I believe with the addition of more female leaders, we are working towards a balanced team with passion, commitment and diversity and I'm excited about what the future holds in terms of these changes to our business.

Lawrence Gosden, Chief Executive Officer.

Inclusive Top 50 UK Employer ranking

We are an Inclusive Top 50 UK Employer for the fourth year in a row. At the time of publishing we have significantly increased our ranking from 44 to 29 for the 2023/2024 period, which shows we are a workplace that takes pride in making us all feel like we can be our best selves.

Graduates and apprentice intake

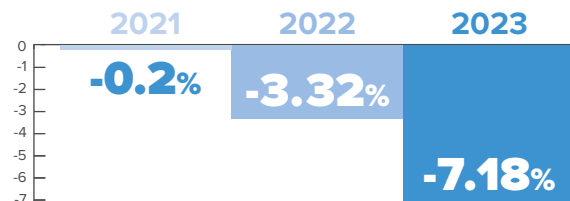
Between April 2022 and March 2023, we welcomed eight graduates (38% women) and 52 apprentices (19% women). We always take the opportunity to celebrate graduates and apprentices, past, present and future with the whole business.

Pay and bonus gap

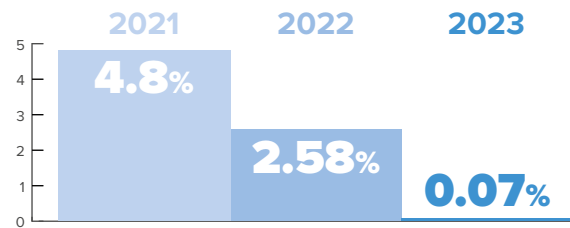
Our median pay gap is -7.18%, meaning that it is in favour of women.

The gap is a percentage calculated by looking at the middle hourly rate for women and the middle hourly rate for men. The median gives a strong indicator of ‘average’ earnings, as it is not skewed by a few individuals earning at a high or low level (which can be true of the mean).

The mean percentage gap is an average hourly pay for men compared to women at all levels. Our mean hourly pay gap has decreased by 2.5% percentage points to 0.07% – see the graph for more information on this decreasing trend since 2021. The reason for this is the movement in the gender balance in our senior roles, which is a positive move.



Median hourly pay gap



Mean hourly pay gap



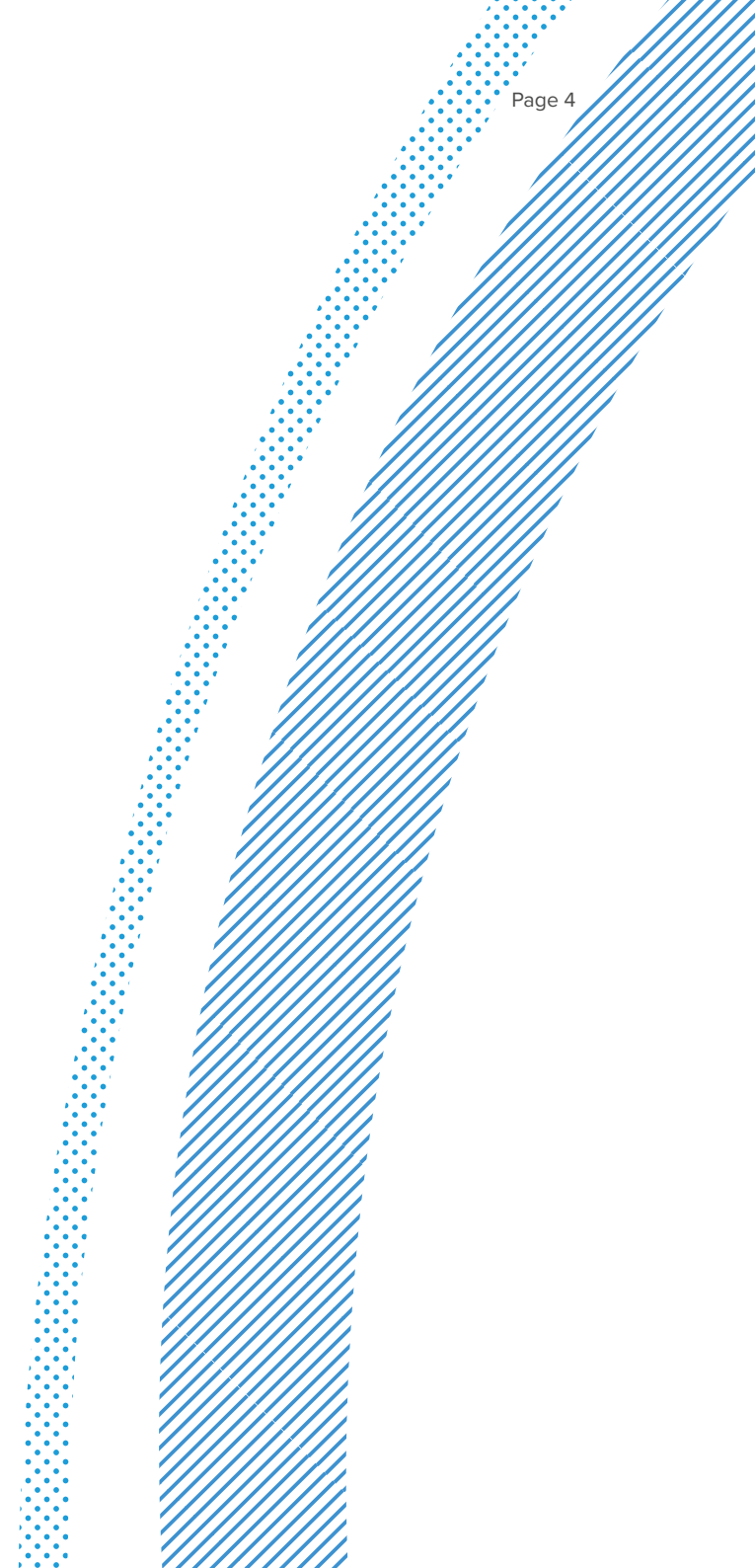
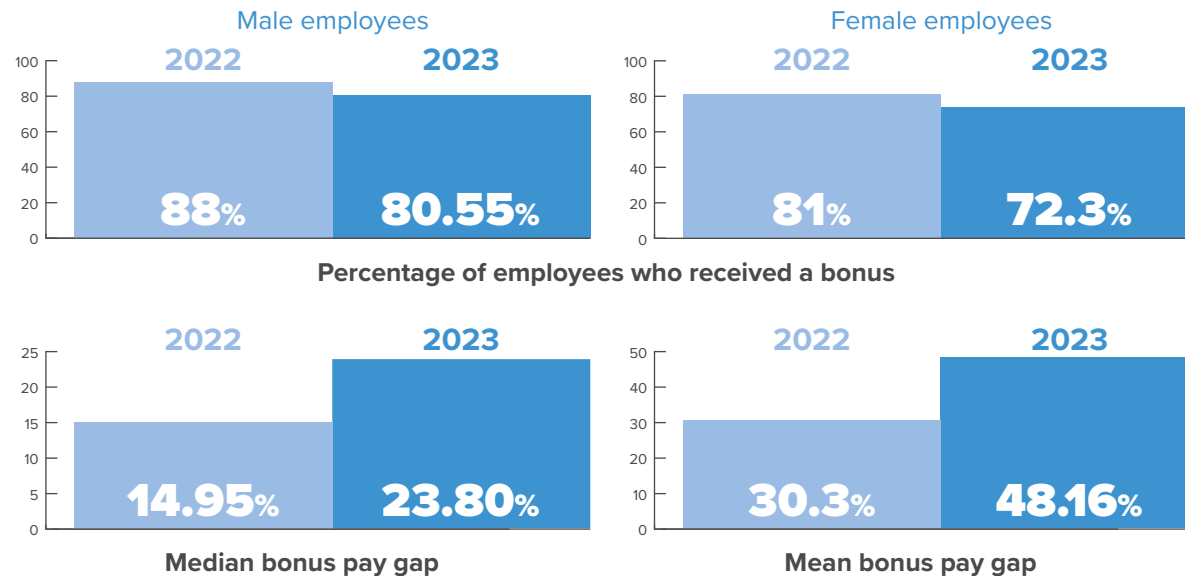
Pay and bonus gap

The bonus pay gap between bonuses paid to men and women during the year May 2022 to April 2023.

This is reported using both median and mean statistics. All our employees are eligible for a bonus providing they were employed no later than 5 January 2022, and were still employed and not under notice on the date of payment.

We can see the bonus gap has increased. This is largely due to the executives being male dominated during the period covered in this report, as well as the higher population of female part-time employees versus male. If we calculate the bonus on an average hourly basis, the

results significantly improve. The data suggests that we have a greater proportion of females joining and leaving the business, impacting their eligibility to receive a bonus or working part time and receiving a pro-rated bonus, impacting the bonus gap. We will continue to work with the Southern Water Inclusion Partner, our Women's network and other Employee Resource Groups, on initiatives that make sure Southern Water is a great place to work for female employees.

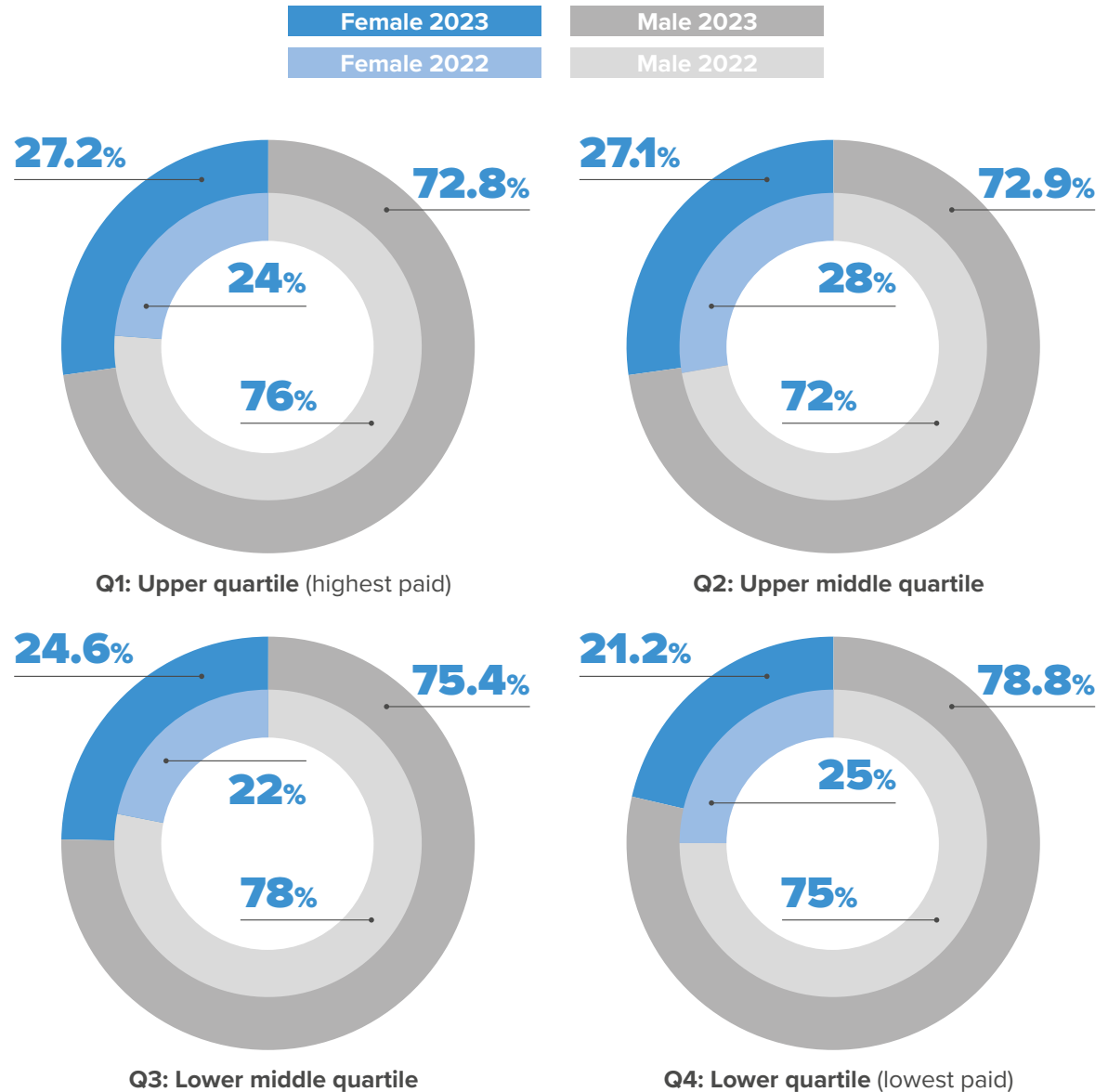


Pay distribution

These charts shows the gender distribution across four equally sized quartiles, where quartile one (Q1) is the highest paid and quartile four (Q4) is the lowest paid. At each level we have around a 27% female and 73% male split.

Within these quartiles we are confident that men and women are paid equally in our business, as shown in our Mean Gender Pay Gap of 0.07%. We will continue to use trends and salary data to benchmark our roles annually in the business.

The number of employees for the snapshot shows 660 female and 1949 male which is a 25% female and 75% male population.



Partnerships



Women On Boards –

We partnered with Women On Boards in January 2023. Women On Boards specialise in supporting future Board members, providing access to events, networking and mentoring, as well as themed workshops.



Women's Utility Network –

Since March 2022, our partnership with Women's Utilities Network (WUN), gives employees access to the extensive mentoring network and events that WUN host.



Talking Menopause –

We partnered with Talking Menopause in September 2022 to help drive employee and manager awareness and support.



Gender-specific initiatives

Employee Resource Groups (ERGs) are voluntary employee-led groups of people who share similar characteristics or life experiences. These groups enable a collective voice to help influence business change, such as the creation of a new policy.

We have a range of ERGs, including our Women's Network (200+ members); Menopause ERG (26 members), LGBTQIA+ ERG (20 members) and Working Parents ERG (40 members) – which all focus more specifically on gender equality themes.

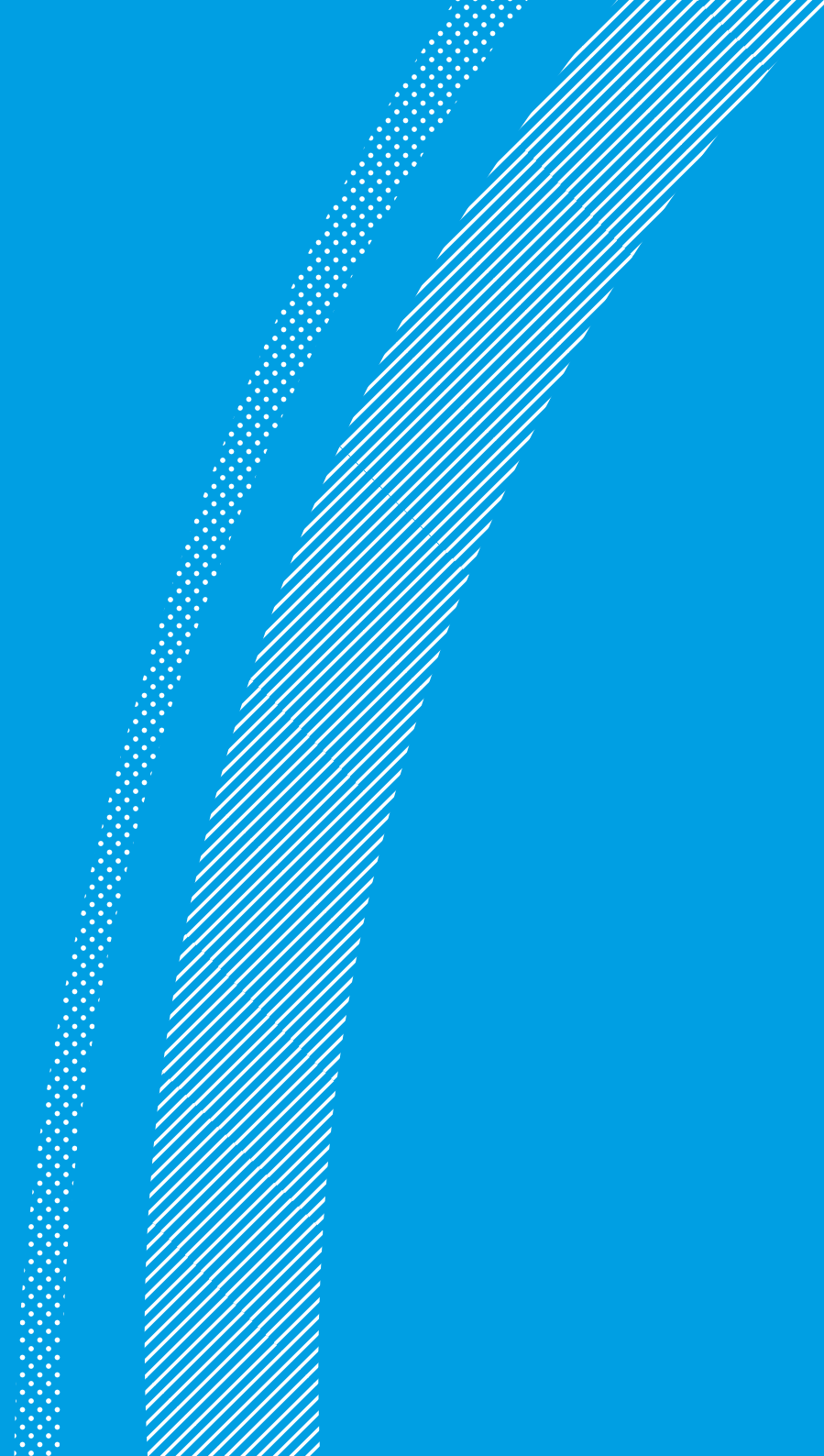
We celebrated National Inclusion Week in September in 2022 for the second consecutive year, with our schedule including a range of awareness sessions delivered by our partner

Talking Menopause, a female leadership and inspiration organisation with Michelle King, (former Director of Inclusion at Netflix and LinkedIn Top Voice For Equality 2020), and we hosted a local drag entertainer and MC, Ophelia Payne, to run a fundraiser for a local LGBTQIA+ mental health charity – Mindout. A combined total of around 400 employees joined the sessions.



Equality, Diversity & Inclusion





from
Southern
Water 

The text 'from' is in a small, lowercase, white, sans-serif font. Below it, 'Southern' and 'Water' are written in a larger, lowercase, white, sans-serif font. To the right of the word 'Water' is a graphic element consisting of three white, wavy lines that resemble water or a stylized wave.