



SES WATER GENDER PAY GAP REPORT – APRIL 2020

Employee funnel

Our pay gap results are based on 304 employees of which 108 (35.5%) are women and 196 (64.5%) are men. Seven non-executive directors were excluded from both the pay and bonus gap reports and a further four employees were excluded from the pay gap report because they received less than their normal rate of pay during the month of April 2020.

Gender pay gap

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

Pay Gap	2020	2019
Mean	15.1% ↑ 2.8%	12.3%
Median	18.6% ↑ 0.7%	17.9%



Bonuses paid

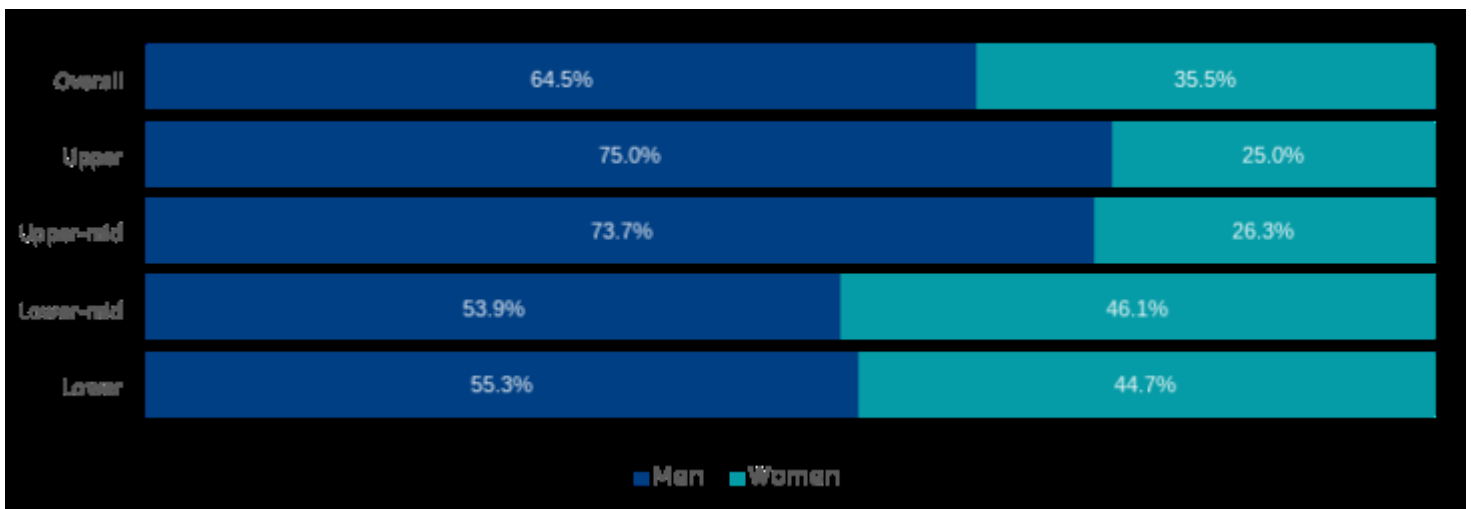
This table shows the percentage of men and women that received a bonus in the twelve months preceding the 5 April 2020 snapshot date.

Bonuses paid	2020	2019
Men	84.3% ↓ 3.8%	88.1%
Women	75.7% ↓ 1.4%	77.1%

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 2020.

Bonus Gap	2020	2019
Mean	27.6% ↓ 8.0%	35.6%
Median	0.0% ↓ 9.2%	9.2%



Distribution of employees across the pay range

Confirmation statement

I confirm that the information published here is accurate:

Signature:

Job Title:

Date: