

Our gender pay and ethnicity pay gaps

Our gender pay gap as at 5 April 2021

We're pleased to have secured another reduction in our gender pay gap, and we're reporting our ethnicity pay gap for the first time.

The gender pay gap is the difference in the average earnings between men and women, regardless of the work they do. Gender pay differs from equal pay, which looks at pay differences between men and women carrying out the same or comparable work.

On 5 April 2021, which is the date we capture the data each year, our results were:

Mean gender pay gap	Mean ethnicity pay gap
9.5%	9.9%
(2019/20: 10.1%)	

Median gender pay gap	Median ethnicity pay gap
15.1%	9.4%
(2019/20: 15.2%)	

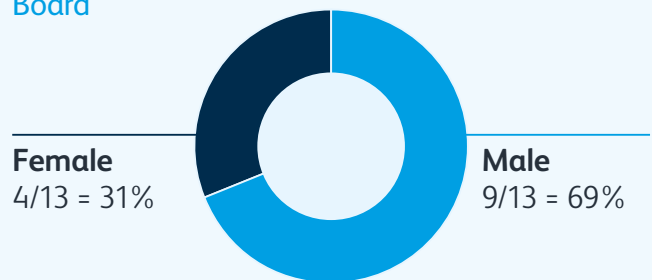
Mean gender bonus gap	Median gender bonus gap
38.3%	16.1%
(2019/20: 38.8%)	

We've updated our methodology for our gender pay gap to reflect latest advice and we are no longer treating Network Service Technician (NST) allowances as pre-paid overtime. Instead, our April 2021 figures are updated to include it. Therefore, the comparator figures we have used are based on what the percentages would have been last year using this updated methodology.

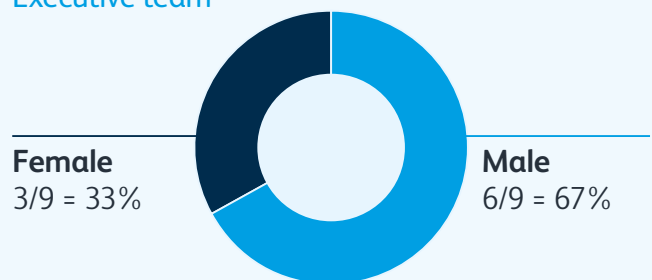
The percentage of females (relevant employees) who received a bonus or incentive payment increased from 44.6% to 85.6% compared with 87.9% for men (2020: 38.2%). The large increase in 2021 was because many of our employees received a pay-out from our employee share incentive scheme 'Share in your success'.

Gender diversity across Thames Water as at 5 April 2021

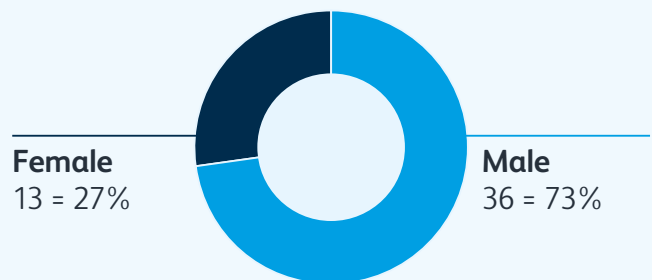
Board



Executive team



Leadership Community (direct reports of Executive team)



Whole business (salaried employees)

