

# Our gender pay and ethnicity pay gaps

Our gender pay gap as at 5 April 2022

We've secured another reduction in our gender pay gap and a reduction in our mean ethnicity pay gap. Our mean gender bonus gap is -2.4% and our median gender bonus gap is 0%.

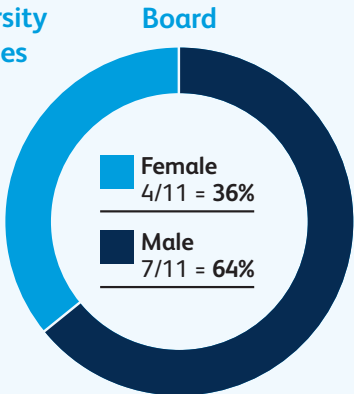
The gender pay gap is the difference in the average earnings between men and women, regardless of the work they do. Similarly, the ethnicity pay gap shows the difference in average earnings of employees of ethnic minority backgrounds, regardless of their jobs. Gender pay differs from equal pay, which looks at pay differences between men and women carrying out the same or comparable work.

On 5 April 2022, which is the date we capture the data each year, our results were:

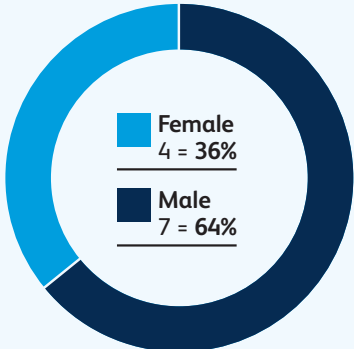
<b>Mean gender pay gap</b> 9.1% (2021/22: 9.5%)	<b>Mean ethnicity pay gap</b> 9.7% (2021/22: 9.9%)
<b>Median gender pay gap</b> 15.0% (2021/22: 15.1%)	<b>Median ethnicity pay gap</b> 10.4% (2021/22: 9.4%)
<b>Mean gender bonus gap</b> -2.4% (2020/21: 38.3%)	<b>Median gender bonus gap</b> 0% (2019/20: 16.1%)
<b>Leadership female</b> 33% (2020/21: 35%)	<b>Leadership BAME</b> 3% (2020/21: 9%)

Proportion of females (of relevant employees) who received a bonus / incentive payment was 42.0% (2020/21: 85.6%). Proportion of males (of relevant employees) who received a bonus / incentive payment was 41.5% (2020/21: 87.9%).

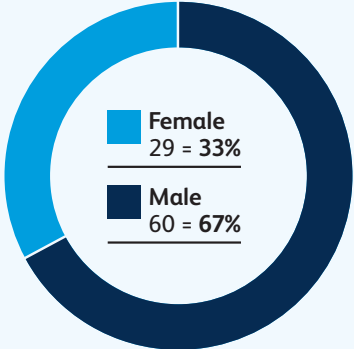
Gender diversity across Thames Water as of 5 April 2022



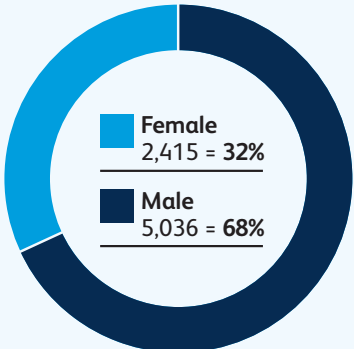
Executive team



Leadership Community (Direct reports of Executive Team)



Whole Business Salaried Employees



This information is accurate as of 05/07/2022 and signed by our People Director, Lynne Graham.