

Our gender pay and ethnicity pay gaps

Our gender pay gap as at 5 April 2025

We've delivered 1.2 percentage point reduction in our median gender pay gap and a 2.0 percentage point reduction in our median ethnicity pay gap.

The gender pay gap is the difference in the average earnings between men and women, regardless of the work they do. The median pay gap is the difference in pay between the middle-ranking woman and the middle-ranking man. 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 2025, which is the date we capture the data each year, our results were:

Mean gender pay gap 5.5 % (2023/24: 5.2 %)	Mean ethnicity pay gap 6.9 % (2023/24: 9.2 %)
Median gender pay gap 8.8 % (2023/24: 10.0 %)	Median ethnicity pay gap 5.3 % (2023/24: 7.3 %)
Mean gender bonus gap -3.8 % (2023/24: -2.5 %)	Median gender bonus gap 0 % (2023/24: 0 %)
Leadership female on 31 March 2025 37 % (2024: 40 %)	Leadership Ethnic Diversity on 31 March 2025 3 % (2024: 2 %)

The proportion of females (of relevant employees) who received a bonus/incentive payment was 86.2 % (2023/24: 90.7 %). The proportion of males (of relevant employees) who received a bonus/ incentive payment was 89.5 % (2023/24: 95 %).

Gender diversity across Thames Water as of 31 March 2025 – In terms of base pay, the average gender pay gap widened by 0.3 percentage points to 5.5 %, whereas the median gender pay gap reduced by 1.2 percentage points to 8.8 %. Female representation is greater in lower paid roles, for example Customer Service Agents, than higher paid roles, for example Process Controllers. Our gender pay gap will reduce further as we attract more women into technical roles.

We continue to make good progress with attracting and retaining women through our Skills and EDI strategies; actively targeting women in our attraction campaigns and offering a women in leadership programme. The mean gender bonus gap is -3.8 %. The median gap remains at 0 % as a result of the payment awarded to employees at the two lowest grades in our structure.

Gender diversity across Thames Water as of 31 March 2025

