

Gender pay gap report

Women earn 78p for every £1 that men earn when comparing the median hourly pay. The median level is 21.6% lower than men. We have seen our mean (average) gender pay increase for women this year from 2% to current year being 16.7%.

For bonus pay, women earned £1.14 for every £1 that men earn when comparing the median bonus pay, resulting in a median a gap of -14.29%. However, the average bonus women have received is 11.1% lower than men.

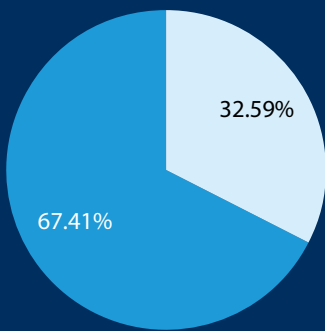
Difference between men and women

	Mean	Median
Pay gap	16.69%	21.55%
Bonus pay	11.08%	-14.29%

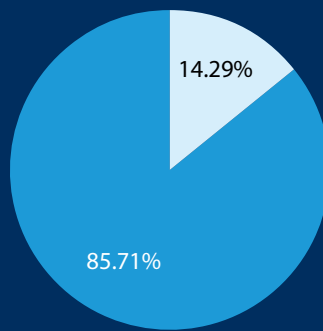
A positive % indicates that the male average is higher than the female average.

Bonus paid

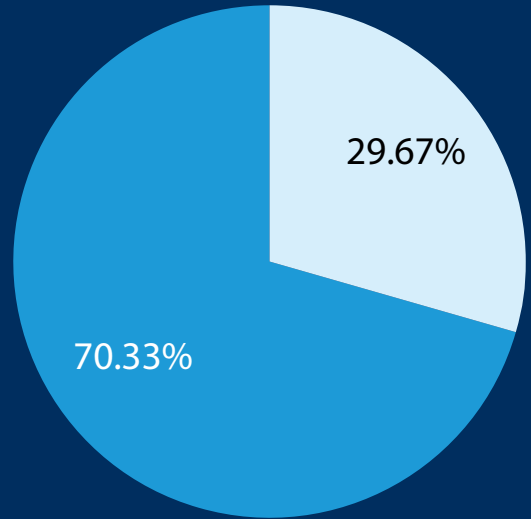
■ No bonus ■ Bonus



Men

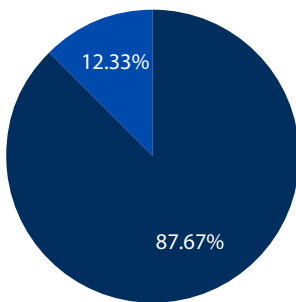


Women

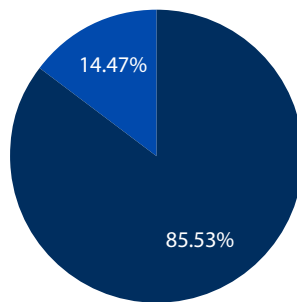


All employees

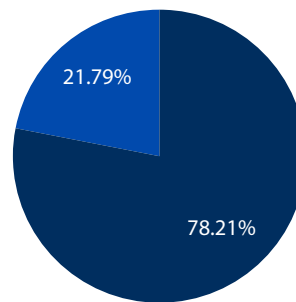
Percentage of women in each pay quartile



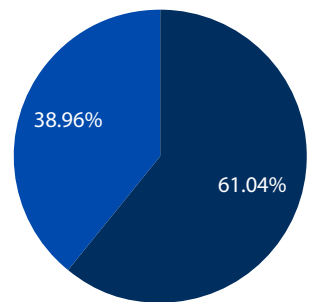
Quartile 1



Quartile 2



Quartile 3



Quartile 4

■ Men ■ Women

Simon Dray
Managing Director (SSI Services - Water)

Neil Shailor
Managing Director (SSI Services - Compliance)