

# Gender pay gap Statement 2025



from  
Southern  
Water



# Southern Water Services

## Gender pay gap 2025

### 🕒 Hourly Rate Differential

### £ Annual Bonus Differential

Median

Mean

Median

Mean

-6.8%

-2.6%

-1.7%

25.7%

The median represents the middle point of a population. The median pay gap is a percentage calculated by comparing the middle hourly rate for women and the middle hourly rate for men.

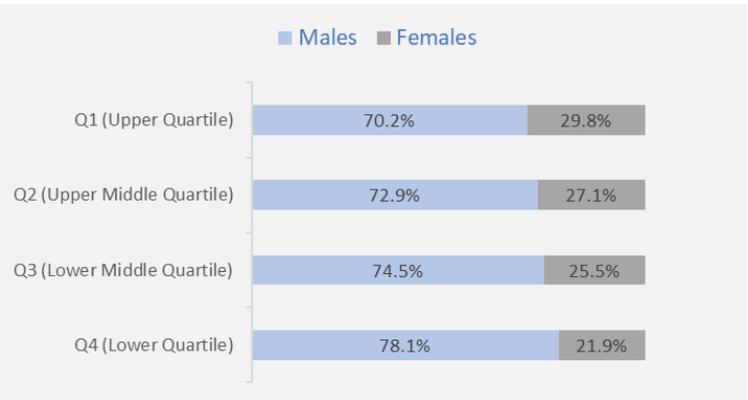
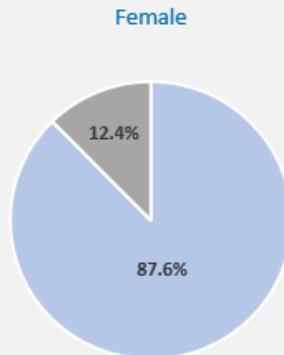
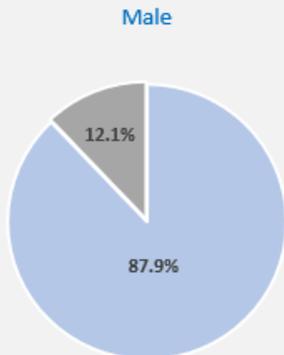
The mean pay gap is the difference in the average hourly pay for women, compared to men, within a company.

## Southern Water Services

Percentage of men and women receiving a bonus

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Our Gender distribution across pay quartiles



Snapshot data from 5<sup>th</sup> April 2025