

OUR 2019 GENDER PAY GAP REPORT



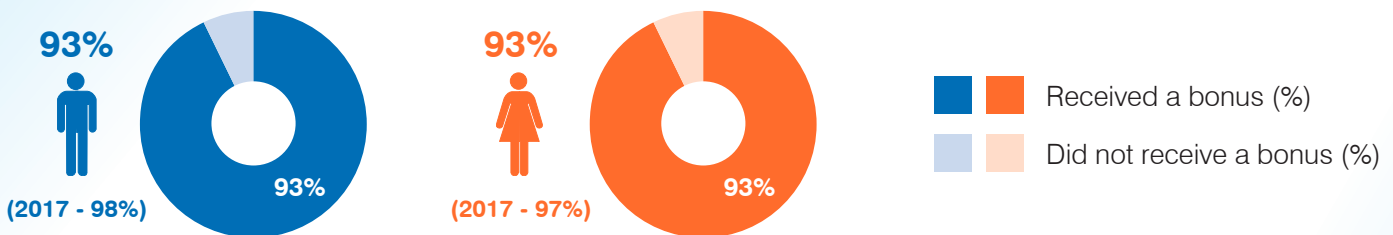
We believe in an environment that encourages everyone to reach their full potential regardless of gender.

Pay & Bonus Gap

Difference between men and women		
	Mean	Median
Hourly fixed pay	15.2% (2018 - 16.3%)	10.6% (2018 - 13.7%)
Bonus paid	24.8% (2018 - 29.0%)	31.5% (2018 - 35.5%)

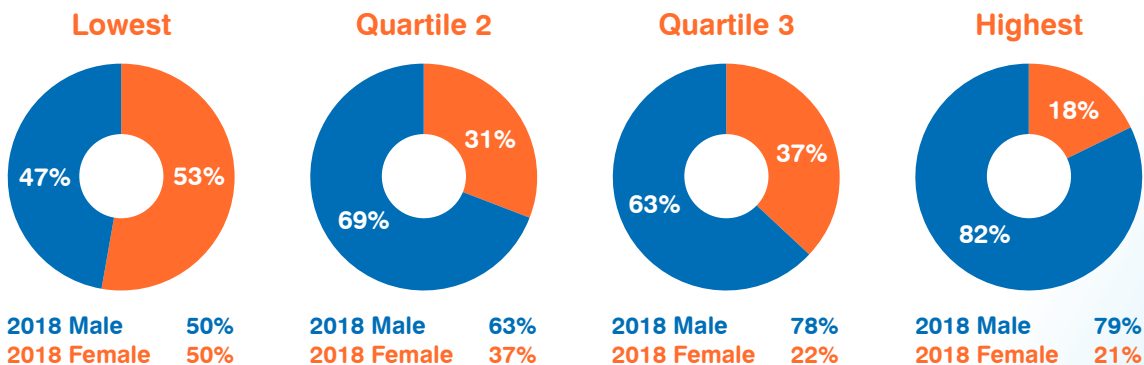
The table above shows our overall mean and median gender pay gap based on hourly rates of pay as at the snapshot date (i.e. 5 April 2019). It also captures the mean and median difference between bonuses paid to men and women at Portsmouth Water in the year up to 5 April 2019, i.e. for the 2018 performance year.

Proportion of staff awarded a bonus for 2018



Our analysis of our gender pay gap shows that it is largely driven by the fact that there are more men in senior higher paid roles within the business as demonstrated by the pay quartiles below.

Pay Quartiles



The images above illustrate the gender distribution at Portsmouth Water across four equally sized quartiles. Within these quartiles we are confident that men and women are paid equally for doing equivalent jobs across our business. As set out above, at April 2019 the gender pay gap is 15.2%. We will continue to monitor the gender pay gap balance throughout the business including ensuring the correct recruitment and selection processes are in place making sure the correct person is appointed regardless of gender.

I confirm the data reported is accurate.

Bob Taylor
Chief Executive Officer,
1 November 2019