

Gender pay statement in 2023





What is the gender pay gap?

The gender pay gap measures the difference between the pay and bonus of men and women across an organisation, irrespective of role and level of authority within it.

This is different to equal pay, which is where men and women receive the same pay for doing the same role at the same level role.

Equal pay.

At Gentrack, we pay equal pay for equal roles (within a salary band). Where there is a different pay rate within the band, this is in accordance with skills and performance. We have a robust salary review process that ensures fairness and equal pay in line with differentiating for talent.

The reportable metrics:

- The mean (average) gender pay gap for hourly pay
- The median gender pay gap for hourly pay
- The mean (average) gender pay gap for bonus pay
- The median gender pay gap for bonus pay
- The percentage of men and women receiving bonus pay
- The quartile pay bands (essentially the profile of our workforce)

Exclusions:

Our reporting excludes those on extended leave such as sick leave / maternity leave, or contractors that are hired by a third party, or limited company.



Gary Miles
CEO

CEO commentary

At Gentrack, our values are based around respect, for our customers, our people and our planet. We know that an environment where our colleagues show respect for one another and feel included enables the best performance for us as an organisation, and ultimately, the service we provide for our customers.

This is our first UK gender pay gap report, and we aim to utilise it to foster more open and honest discussions about gender diversity at Gentrack, facilitating our evolution as an organisation.

We know we still have some way to go in addressing the balance of women in senior roles, and at the end of this report we outline what further plans we have in place to ensure that all colleagues can grow at Gentrack.

Definitions explained

Calculating the mean

Hourly pay for each female employee

 # of female colleagues



= mean average pay

Hourly pay for each male employee

 # of male colleagues



= mean average pay

the difference between the two

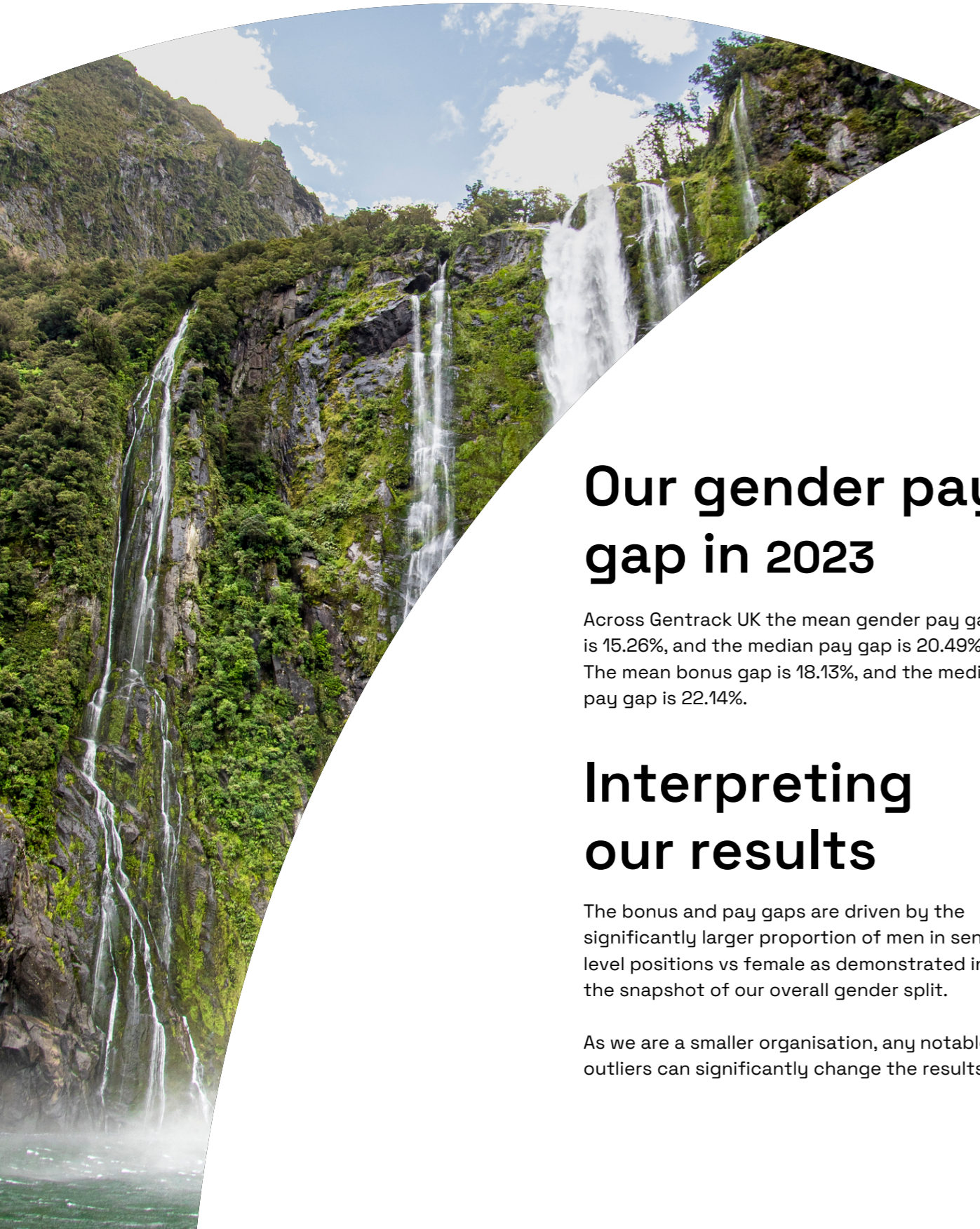
Calculating the median



the difference between the two



Our results



Our gender pay gap in 2023

Across Gentrack UK the mean gender pay gap is 15.26%, and the median pay gap is 20.49%. The mean bonus gap is 18.13%, and the median pay gap is 22.14%.

Interpreting our results

The bonus and pay gaps are driven by the significantly larger proportion of men in senior level positions vs female as demonstrated in the snapshot of our overall gender split.

As we are a smaller organisation, any notable outliers can significantly change the results.

The hourly pay gap

Mean pay gap
15.26%

Median pay gap
20.49%

The bonus pay gap

Mean bonus gap
18.13%

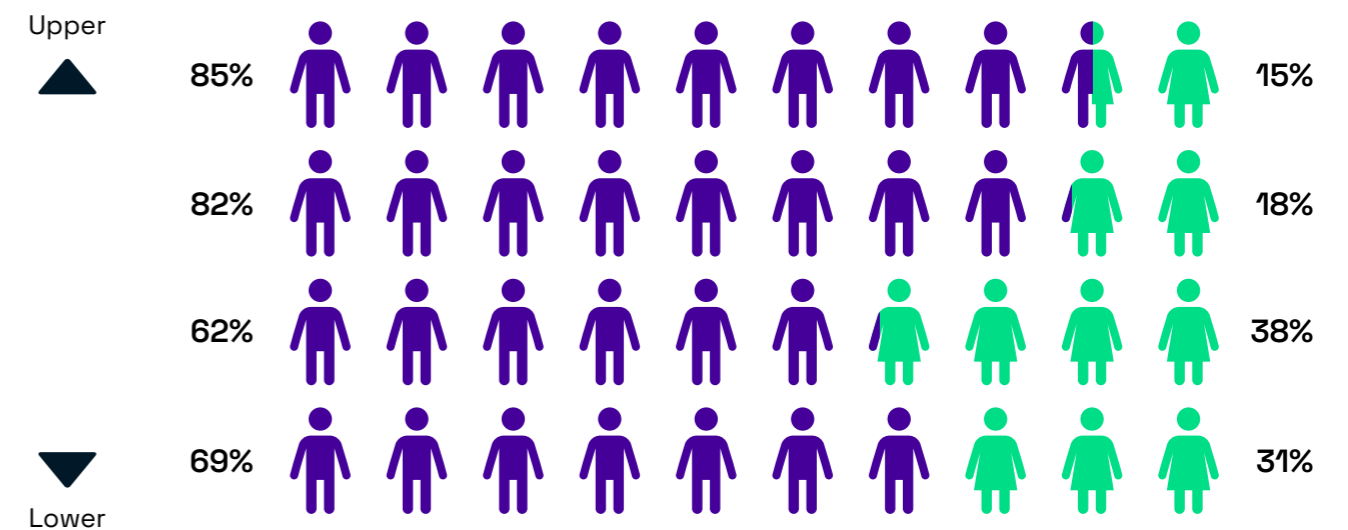
Median bonus gap
22.14%

The % of men and women receiving bonus pay

Receiving bonus
80.5%

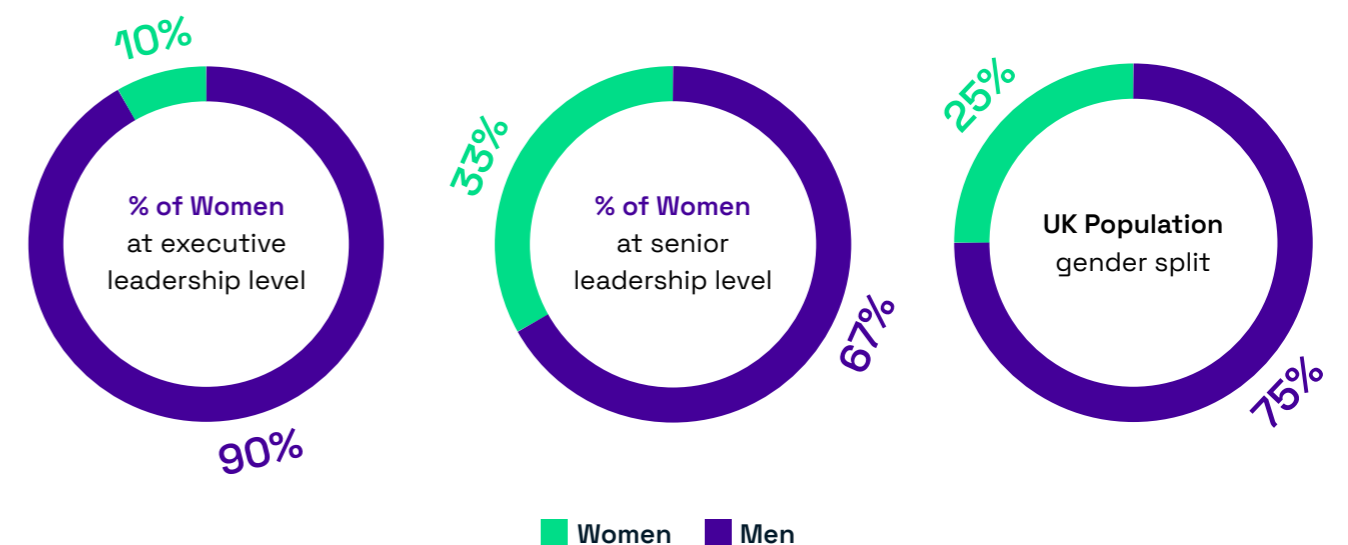
Receiving bonus
72.58%

Population by pay quartile



A snapshot of our overall gender split

The reportable gender balance in Gentrack UK is 75% male and 25% female, with this figure decreasing to 10% at an executive leadership level.



Our influencing strategies



Progressive policies

We have a flexible and wellbeing policy to enable colleagues to get the balance right for both them and the business. Our global family leave policies have been enhanced to support colleagues at every stage of the journey.



Partnering our people with insights & strategy

We regularly engage with our people via engagement and feedback surveys, 360 leadership feedback and an EDI Survey. This regular dialogue means we have an agile and impactful approach to developing our people strategies that are owned by all.



Partnering

We partner with the Women in Utility network to provide our colleagues with access to mentoring, events and toolkits to support their careers.



Mentoring

We partner with Future Frontiers to mentor children from less privileged backgrounds with their post 16 choices to encourage diversity of our teams.



Transparent approach to career progression, performance and remuneration

We have global career pathways so that colleagues can take ownership of their career at Gentrack and a transparent and fair approach to our reward practices that allow us to focus on rewarding high performance without bias.



EDI focus

Global EDI approaches are taken to ensure diversity and inclusivity across our global footprint.



Global frameworks to enable our people

We encourage our leaders to utilise all of our global frameworks to continuously improve the environment and opportunities that our people have at Gentrack.



Leadership and management training

We look to support our people on their leadership pathways by providing accredited CMI courses for our emerging and evolving leaders.



Gentrack closing statement

Whilst we know these results are in line with industry standards we believe in the power of our people and know that enabling diverse teams in an inclusive environment where every individual feels valued creates opportunities for all and innovation to shine so we will continue evolving our approaches to improve these results. We are pleased to see the progress being made as a result of transparent approaches to career progression and providing flexible and inclusive approaches to development so that everyone can grow.

The recent Equity, Diversity and Inclusion survey launched across Gentrack, has generated more feedback and insights from our people globally. This will allow us to continue to evolve our strategy, with all our colleagues focusing on demonstrating allyship to help positively amplify an inclusive culture. We are excited to harness the innovation of our diverse teams to pioneer and deliver transformation across the utilities businesses globally, as one team, that plays to win.



Gary Miles
Chief Executive Officer



Fran Caldwell
Chief People Officer



Our gender pay gap calculations are accurate and meet the methodology set out in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

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