

Gender pay statement in 2025 - UK





CEO commentary

At Gentrack, our core values are built on respect for our customers, our people, and our planet. We believe that a culture of mutual respect and inclusion empowers our colleagues to perform at their best, driving both organisational success and exceptional service for our customers. Since our last

gender pay report, we've made significant strides in reducing our mean and median gender pay gap on our average hourly pay. While we've seen considerable improvement, we stay committed to our focus on this and decreasing the gap.

At the end of this report, we'll share our next steps to ensure all colleagues have equal growth opportunities at Gentrack.



Gary Miles
CEO



What is the gender pay gap?

The gender pay gap reporting requirements require UK-domiciled employers with over 250 employees in a legal entity to publish data relating to their UK employee pay. 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.

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 2025

Across Gentrack UK the mean gender pay gap is 4.56%, and the median pay gap is 6.09%. The mean bonus gap is 51.47%, and the median bonus pay gap is 14.29%.

Interpreting our results

Our results have significantly improved since 2023 with improvements in our median gender pay gap on hourly pay improving by 14.40%, and our average hourly pay gap improving by 10.7%.

One area that warrants further explanation is the mean bonus pay gap, which is the only metric to have deteriorated.

When calculating the bonus pay gap, share awards are included as part of bonus pay. This disproportionately affects the upper quartile results, as female representation is lower in

this group and average female tenure is also lower than that of male employees. As a result, the value of share awards received by women is typically lower, which increases the overall mean bonus gap.

Overall, our hourly pay gap has reduced over the past two years, reflecting the strong efforts of the People Experience Team, Leadership Team, and Managers to ensure a fair and consistent approach to pay.

The hourly pay gap

Mean pay gap
4.56%

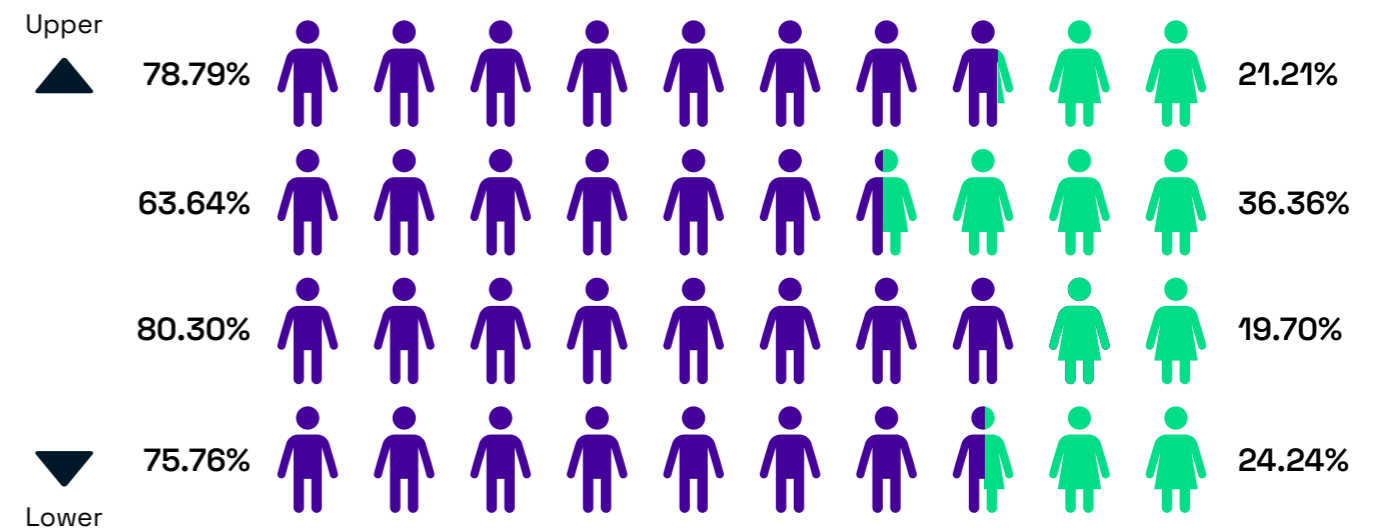
Median pay gap
6.09%

The bonus pay gap

Mean bonus gap
51.47%

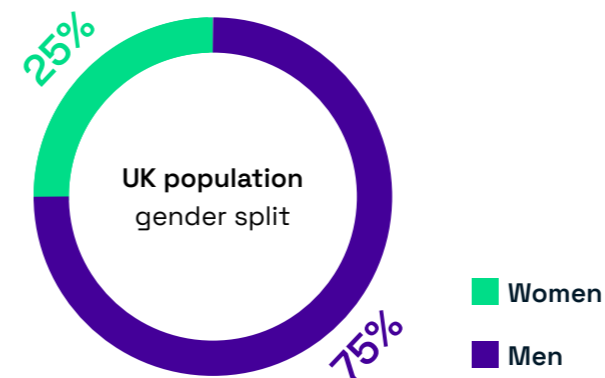
Median bonus gap
14.29%

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.



The % of men and women receiving bonus pay

Receiving bonus
86.87%

Receiving bonus
86.87%

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 and strategy

We regularly engage with our people via engagement and feedback surveys. 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 Womens Utilities Network to offer colleagues mentoring events and toolkits. Winning Best Employer for Women (over 500 employees) highlights our commitment to an inclusive workplace and helps attract more diverse talent.



Mentoring

We partner with Future Frontiers, a UK charity that supports 14–19-year-olds from disadvantaged backgrounds into promising careers. This work helps tackle long-term inequality, as young women from these backgrounds often face extra barriers to high-paying career pathways and professional networks.



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.



Remuneration process

As part of our remuneration process, we closely monitor pay increases and bonus awards throughout to ensure fairness, equity and parity.



Gentrack closing statement

We're proud of the significant progress we've made, driven by intentional efforts to achieve better gender balance in senior leadership. By incorporating global feedback and insights from our latest Equity, Diversity, and Inclusion survey, we've refined our strategy, with all colleagues actively championing allyship to cultivate an inclusive culture. We remain committed to continuously evolving our strategies to improve these results and are passionate about harnessing the creativity and innovation of our diverse teams to drive transformation across global utilities businesses, united as one team that plays to win.



Jen Mounce
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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