

# Gender pay statement in 2024





## 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.



Gary Miles  
CEO



## 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 median gender pay gap for bonuses and our average hourly pay gap. While we've increased the representation of women in senior leadership, we recognise there's more work ahead. At the end of this report, we'll share our next steps to ensure all colleagues have equal growth opportunities at Gentrack.

## Definitions explained

### Calculating the mean

Hourly pay for each female employee



= mean average pay

# of female colleagues

the difference between the two

Hourly pay for each male employee



= mean average pay

# of male colleagues

### Calculating the median



the difference between the two





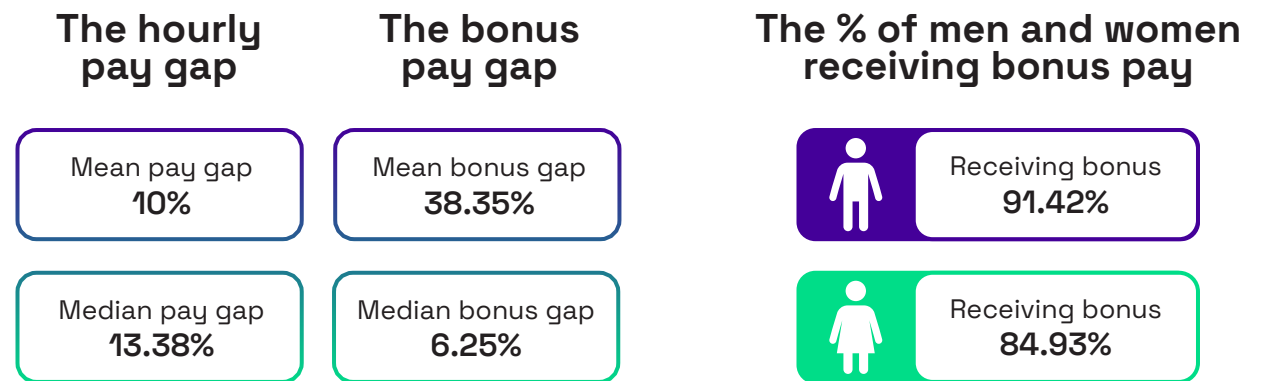
# Our results

## Our gender pay gap in 2024

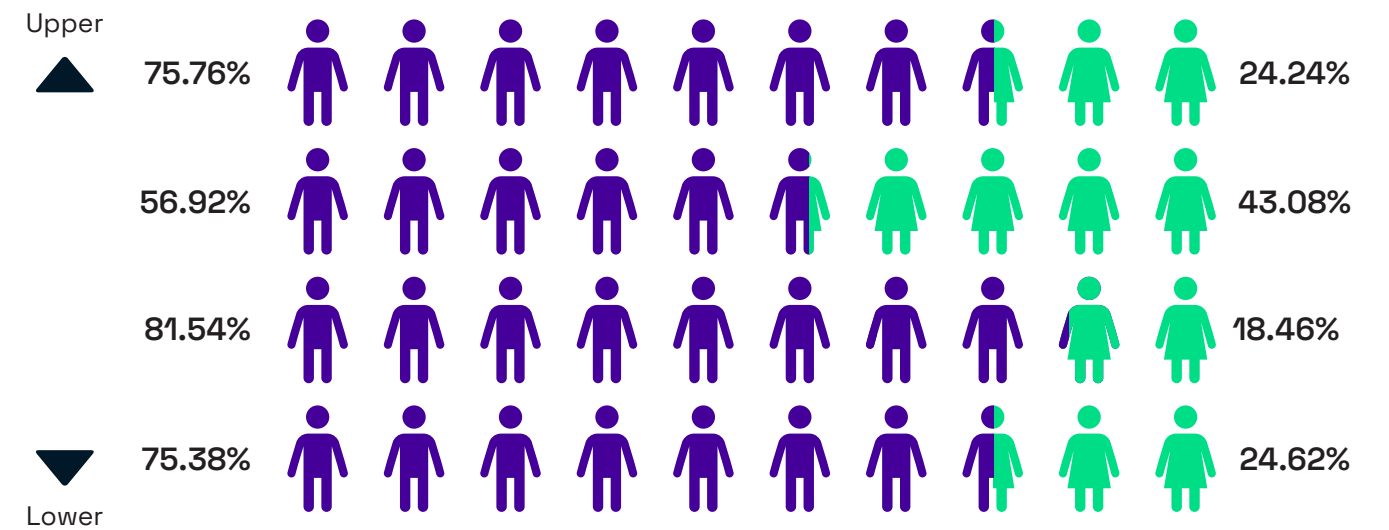
Across Gentrack UK the mean gender pay gap is 10%, and the median pay gap is 13.38%. The mean bonus gap is 38.35%, and the median bonus pay gap is 6.25%.

## Interpreting our results

We've made significant progress, with a 5% reduction in our gender pay gap and a 16% improvement in our median gender pay gap on bonuses. While we've seen an increase in the number of women in senior leadership roles, particularly in our product development function, there is still work to be done, as men continue to hold a larger proportion of senior positions. Given our smaller size, any notable outliers can have a considerable impact on the results.

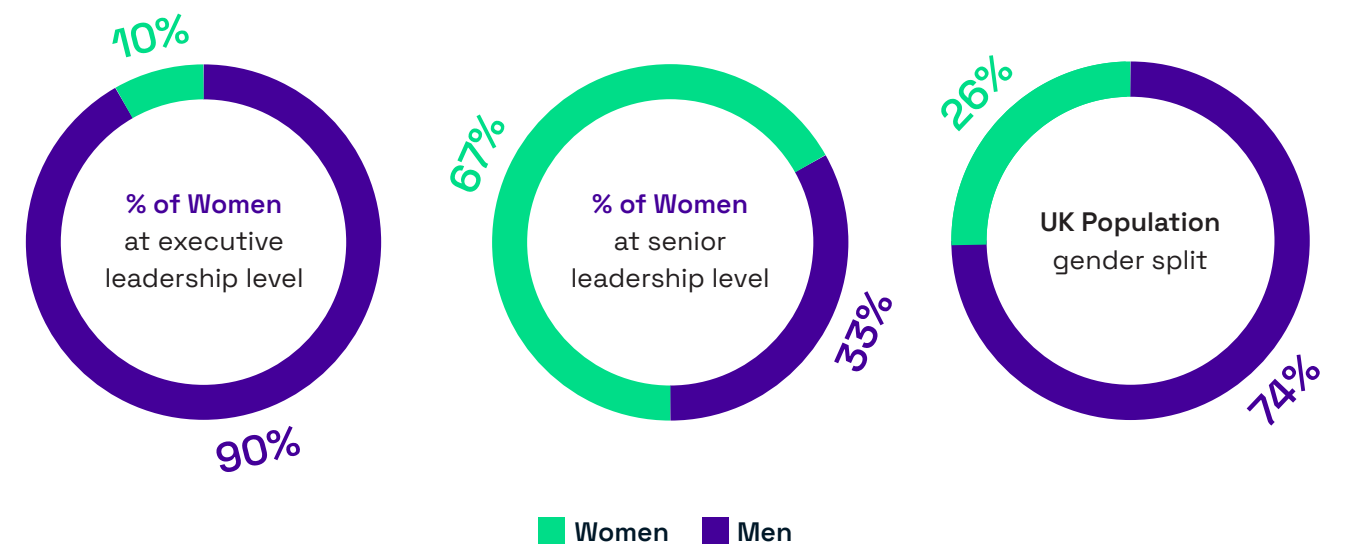


### Population by pay quartile



## 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 to action

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 several organisations including Future Frontiers to mentor children from less privileged backgrounds with their post 16 choices to encourage diversity of our teams as well as Stemettes to empower girls, young women and nonbinary people to pursue careers in STEM



## 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

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.



**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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