
GENDER PAY GAP

Celtic Anglian Water Limited (CAW) 2025



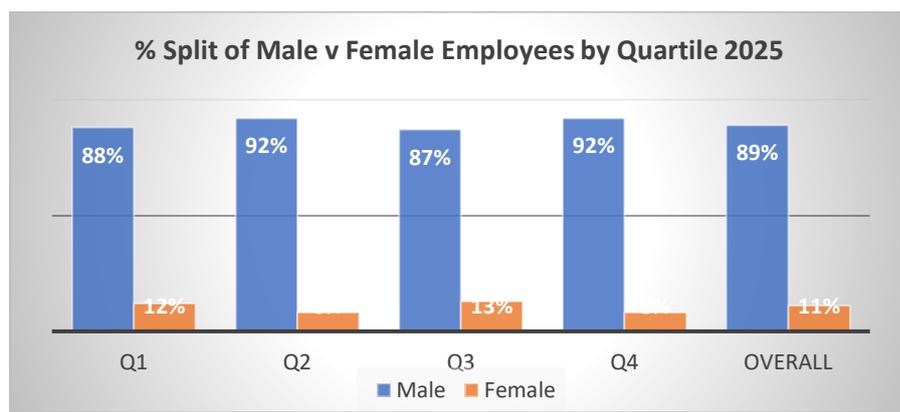
WHAT IS THE GENDER PAY GAP?

All companies with an employee headcount greater than 50 are required to publish their gender pay gap data. This data represents the difference between the average hourly pay for women and men as a whole in the organisation. This is not the same as equal pay between men and women who do the same job, or who carry out work of equal value.

The gender pay gap looks at the overall average pay based on gender regardless of job role, seniority, market forces or any other influences on pay. This report sets out the gender pay gap data for Celtic Anglian Water Limited (CAW). This report is based on an analysis of 95 full time employees pay data at our snapshot date of 30th June 2025.

Gender Split

89% Male : 11% Female



While CAW provides equal pay to employees performing the same role, the Gender Pay Gap measures the difference in the average hourly earnings between men and women throughout the organisation. As we have more males in senior leadership roles who are represented in Q1 (Quartile 1), where the senior roles pay more than less senior positions, there is a greater mean gender pay gap here.

The Gender Pay Gap shows the MEAN and MEDIAN hourly pay difference between male and female staff in CAW. We have one part time employee in the company whose pay details have been omitted from this report for confidentiality reasons.

The Mean Pay Gap

The mean gender pay gap is the difference between women's mean hourly pay and men's mean hourly pay. The mean hourly pay is the average hourly pay across the entire organisation. Mean hourly pay comprises of basic pay. It does not include overtime or callout hours as CAW pay a minimum of four hours overtime whilst on callout, irrespective of a lesser length of time spent attending the site which would distort the calculation of average hourly pay.

The 2025 CSO Report indicated that Ireland had a mean gender pay gap of 3.5% (down from 6.9% in 2024) in favour of male employees. CAW has a similar mean gender pay gap of 3.3% in favour of male employees which means that across the organisation as a whole, the average male earns 3.3% more than the average female.

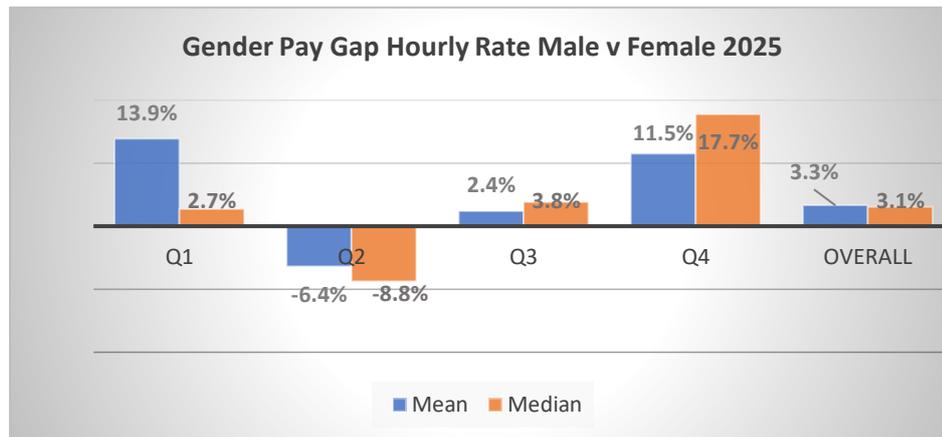
The Median Pay Gap

The median gender pay gap is the difference between women's median hourly pay (the middle paid woman) and men's median hourly pay (the middle paid man). CAW have a median Gender Pay Gap of 3.1%.

The Quartiles

This is the percentage of females and males when divided into four quartiles ordered from highest to lowest hourly pay. Each pay quartile represents 25% of the CAW's workforce ranked by pay. Looking at the proportion of men and women in each quartile gives an indication of the gender representation at different levels of the organisation.

In Q1 the gap is 13.9% in favour of men, Q2 (Quartile 2) the gap is 6.4% in favour of women, in Q3 (Quartile 3) the gap is 2.4% in favour of men and in Q4 (Quartile 4) the gap is 11.5% in favour of women.

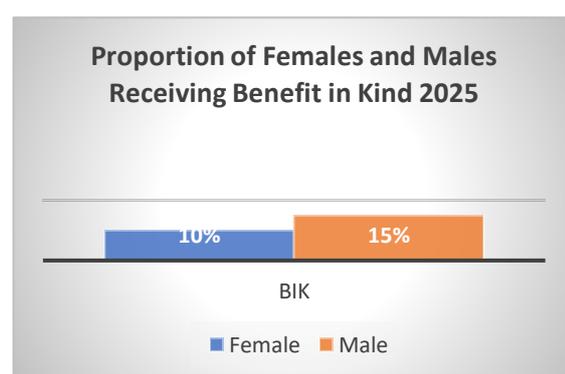
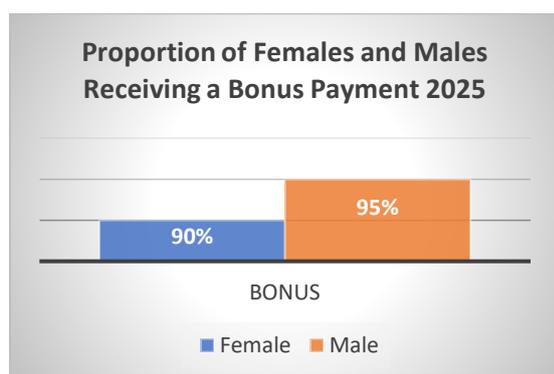


Mean and median bonus gap:

The bonus gap is calculated in a similar way to the mean and median pay gap. CAW have a mean bonus gap of **30.9%**, which means that, on average, males earn a bonus of approximately 30.9% higher than females, accounting for all organisational levels.

The median bonus gap is **-2.1%**, illustrating that the median or typical male earns a bonus 2.1% lower than the median or typical female.

CAW operate a performance related bonus system as part of our pay incentives resulting in 90% of females and 95% of males receiving a bonus payment in 2025.



Benefit in Kind

10% of females and 15% of males received benefit in kind in 2025 in the form of either a company vehicle or a Cash for Car allowance. This is a benefit given to senior managers and to those whose job requires them to regularly visit other sites as part of their role. All CAW employees receiving BIK are in Quartile 1.

Attraction and Recruitment

- CAW have an inclusive, flexible, and supportive working environment that is considerate of our female employee's specific career and health needs. Our incentives and benefits include family support, career development opportunities, and health and well-being initiatives.
- CAW have a Remote Working Policy to help remove some of the barriers for female candidates, by allowing them to work from home up to two to three days per week.
- While CAW do not have specific targets to promote and recruit females, we do try to recruit more female staff and offer flexible working hours where possible, if necessary.
- CAW encourage all staff regardless of gender, to further their education and training.
- CAW also top up the state maternity benefit throughout the entire 26 weeks of maternity leave to ensure our female staff receive their full salary and do not have to choose between their careers and starting a family. Female employees may also choose to take up to 16 weeks additional unpaid maternity leave at the end of the 26-week period if they so wish.