

01 April 2026

Gender Pay Gap Report Statement

Our Gender Pay Gap information published is accurate and is completed in accordance with Gender Pay Gap Reporting requirement.

| | 2025 |
|------------------------------|------|
| Headcount | 1916 |
| Mean Gender Pay Gap | 7% |
| Median Gender Pay Gap | 6% |
| Mean Bonus Gap | 45% |
| Median Bonus Gap | 34% |
| Proportions - Bonus | |
| Female | 35% |
| Male | 17% |

Our quartile distribution is below.

| | Male | Female |
|---------------------------------|------|--------|
| Upper hourly pay quarter | 85% | 15% |
| Upper middle hourly pay quarter | 85% | 15% |
| Lower middle hourly pay quarter | 82% | 18% |
| Lower hourly pay quarter | 78% | 22% |



Bethan Jones
Head of People & Customer Experience
Wales & West Utilities