

Gender pay gap report 2023

The report shows our April 2021 to March 2022 results and focus areas to ensure gender equality.

Median gender pay gap	
Nviro	UK average
1.8%	9.7%

We're proud to have a median gender pay gap that's **7.9% less** than the UK national average.

Mean gender pay gap	
Nviro	UK average
10.3%	5.4%

With a mean gender pay gap that's **4.9% higher** than the UK national average, go to **page four** to find out more information on how we're narrowing the gap.

Executive Leadership Team

The graphic below shows the percentage of males and females within our Executive Leadership Team at the end of March 2022 and March 2021.

2022

■ 4 Males
■ 4 Females



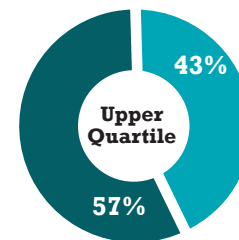
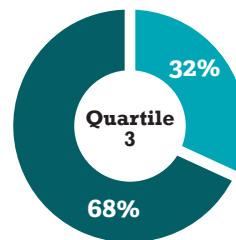
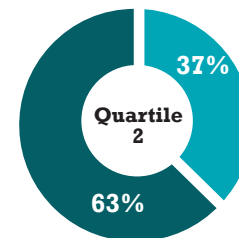
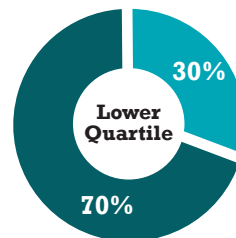
2021

■ 5 Males
■ 2 Females



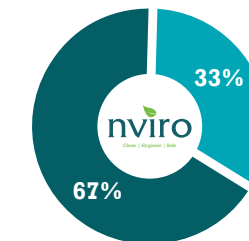
Pay quartiles

■ Male
■ Female



Each pay quartile represents a quarter of our total workforce ranked by pay. Each quartile contains 323 colleagues.

Breakdown of all colleagues in 2022



■ Male
■ Female

In November 2022, we completed our gender pay analysis and **67%** of our colleagues were women.

However, our highest proportion of men is in our upper quartile, and our highest proportion of women is in our lower quartile. We have more women in our cleaning colleague and administration roles, which fall into the lower quartile. These are key factors behind our gender pay gap.



We confirm that the data in this report is accurate.

Hannah Miller - People Director