

# Gender pay gap report 2024

The report shows our April 2022 to March 2023 results and focus areas to ensure gender equality.

Median gender pay gap	
2023	2022
1.2%	1.8%

We're proud to show that our median gender pay gap has improved by **0.6%** since 2022.

Mean gender pay gap	
2023	2022
4.1%	10.3%

Our mean gender pay gap has significantly improved by **6.2%** since 2022 due to recruiting more female colleagues into Nviro's Senior Management Team. We also work hard to ensure everyone is fairly rewarded for the work they do.

## Executive Leadership Team

We are committed to having 45 – 55% female representation in our Executive Leadership Team. We are proud to have 50% female representation in our Executive Leadership Team and 50% representation in our Senior Management Team.

2023

■ 4 Males  
■ 4 Females



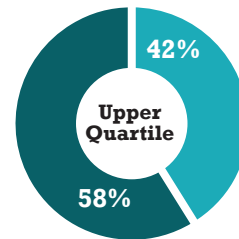
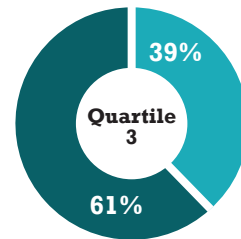
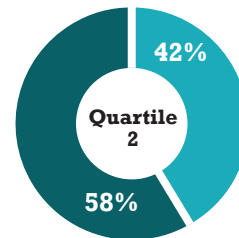
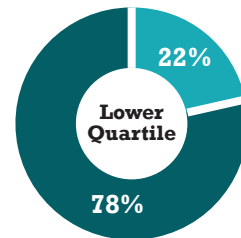
2022

■ 4 Males  
■ 4 Females



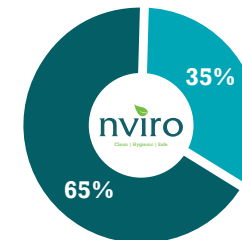
## Pay quartiles

■ Male  
■ Female



Each pay quartile represents a quarter of our total workforce ranked by pay. Each quartile contains 319 colleagues.

## Breakdown of all colleagues in 2023



■ Male  
■ Female

In January 2024, we completed our gender pay analysis and **65%** of our colleagues were women.

While the balance between male and female colleagues in our pay quartiles is improving, more of our lower quartile roles are held by women, particularly in our cleaning teams and administrative roles. Our upper quartile roles are better balanced but there is still work we can do to reduce some of the barriers to equality. See 'What we are doing to create fair pay' on page 4.



We confirm that the data in this report is accurate.

Hannah Miller - People Director