



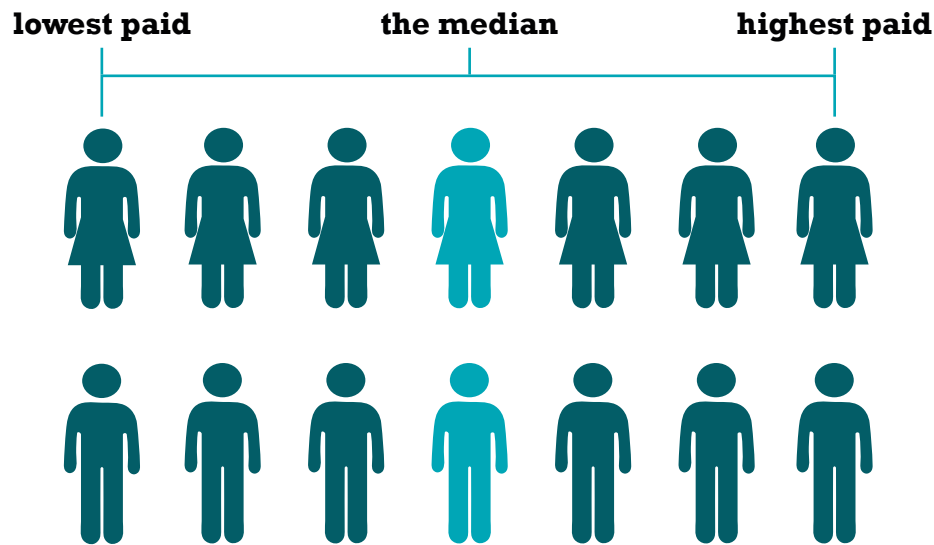
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Gender pay gap report 2024

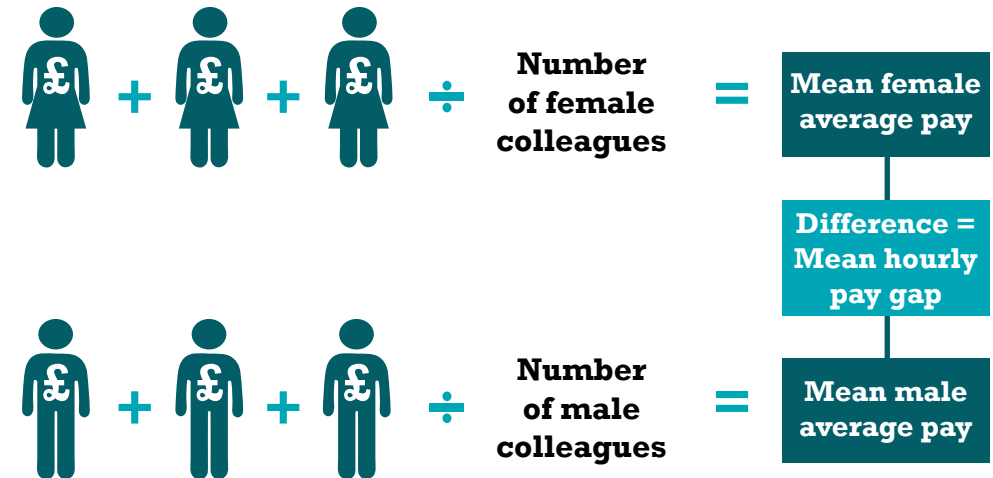
The gender pay gap is the difference in average earnings between male and female colleagues within a company. It is measured so that all colleagues receive fair and equal pay regardless of gender.

How is it calculated?

If all colleagues were lined up in a female line and a male line in order of pay from highest to lowest, the **median gender pay gap** compares the pay of the female in the middle of their line and the pay of the middle man.



The **mean gender pay gap** shows the difference in the average hourly rate of pay between men and women. This is different from 'equal pay', which is the difference in pay between men and women who carry out the same or similar jobs.



- A **positive** % indicates a favourable pay gap towards men
- A **negative** % indicates a favourable pay gap towards women

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



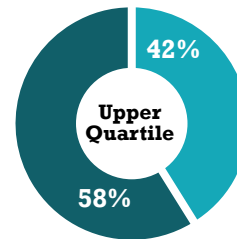
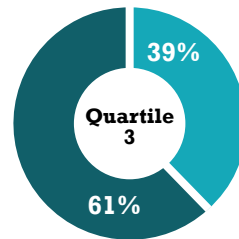
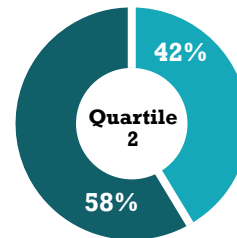
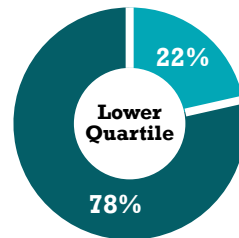
2022

■ 4 Males
■ 4 Females



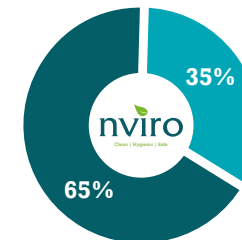
Pay quartiles

■ 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

What are we doing to create fair pay?



We are a Living Wage Employer and pay the Real Living Wage as a minimum.



We have a Talent and Development team that focuses on making sure there are equal opportunities for everyone. We have been working on improving our Learning and Development offering including Functional Skills in Maths and English to remove barriers to career progression and opportunities. We will be working hard to promote these opportunities to more people.



We have an inclusive recruitment process which includes diverse interview panels where possible and gender-neutral job descriptions and recruitment marketing materials. We screen all of our adverts and job descriptions for gender-biased words. We have started to record and monitor our inclusivity data from our applications to ensure a diverse selection of people are applying for our roles and are working to address where this is not the case.



We work with charities and government agencies to support people back into employment that have been unable to work for a variety of reasons, including those that have been out of work due to caring responsibilities.



We promote the work we do as an inclusive employer by sharing 'good news stories'.



We have increased pay transparency to foster fairness, ensuring everyone is fairly rewarded for the work they do. We benchmark our salaries so that our people receive fair pay in line with the external job market. We are transparent in our job adverts, advertising salaries or salary bands.



We provide recruitment and interview skills training to avoid discrimination in our recruitment processes and will work to improve awareness of unconscious bias.



We offer our colleagues flexibility to work both from the office and remotely, supporting women who often take on caregiving duties.



We are improving the way we collect and analyse our data. We are bringing in a new People system through which we will regularly ask our people to update their diversity and inclusion data. The information that our people share with us will help us to better understand who they are, how they feel, and which groups they identify under so that we can ensure that everyone feels welcome, supported and included.

