

# Gender Pay Gap Report 2025

This report details our results based on the snapshot date of 5 April 2024 and our focus areas to ensure gender equality.

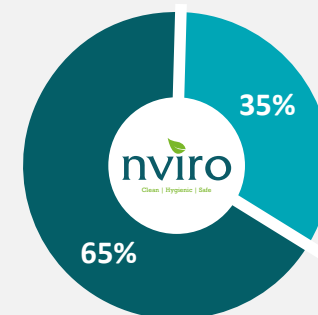




At Nviro, we remain committed to building a culture that allows people to thrive. We therefore believe it is important to create a fair and inclusive workplace where everyone is rewarded equitably for their contributions.

We're confident that men and women are paid equally for doing the same or similar roles. We're committed to driving forward inclusive recruitment practices, supporting the attraction, development and retention of women across the business.

#### Breakdown of Nviro colleagues



In March 2025, we completed our gender pay analysis and **65%** of our colleagues were women.

■ Female ■ Male

Nviro	2024	2023	Change
Mean Gender Pay Gap	3%	4.1%	↓ 1.1%
Median Gender Pay Gap	1.8%	1.2%	↑ 0.6%
UK	2024	2023	Change
Mean Gender Pay Gap	13.1%	14.2%	↓ 1.1%

The Mean Gender Pay Gap is the difference in average hourly pay between men and women. We are proud that not only have we reduced our Mean Gender Pay Gap, but that it is significantly lower than the UK's average of **13.1%**. This demonstrates our commitment to equitable pay and highlights our progress in creating a more inclusive workplace.

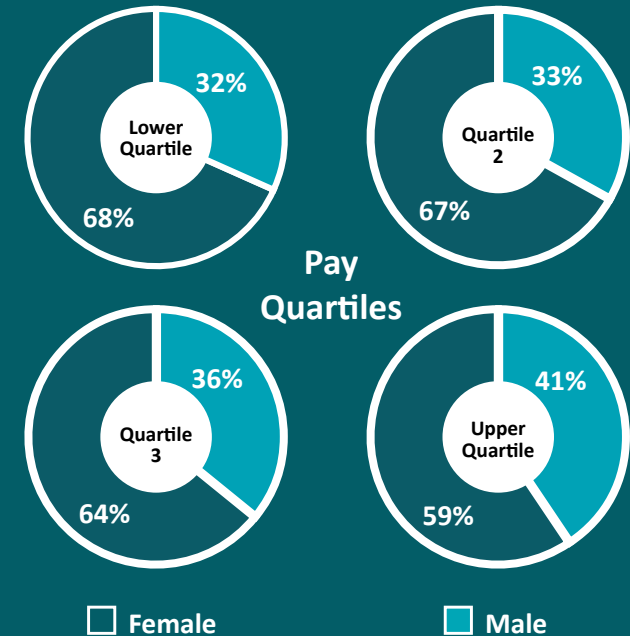
The Median Gender Pay Gap is the difference between the middle-earning man and the middle-earning woman when salaries are arranged from highest to lowest. While our median has risen by 0.6% since 2023, it remains significantly lower than the UK average of **7%**. Learn more about how we're working hard to reduce the gap on page four.

Source: <https://www.ons.gov.uk>

### Executive Leadership Team 2024



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.



Each pay quartile represents a quarter of our total workforce ranked by pay. Each quartile contains 276 colleagues.



We confirm that the data in this report is accurate.

**Hannah Miller,**  
People Director

# We've been working hard to close our gender pay gap...

We recognise that we continue to have more women than men in the roles that attract lower total reward packages, for example, our cleaner positions, which influences our overall Gender Pay Gap, as shown on page three.

While our gender pay gap has improved, we recognise the structural challenges that contribute to the gap, including:

- Higher representation of women in lower-paying roles.
- Fewer women progressing into higher managerial and technical roles.
- Work-life balance considerations, as women are more likely to have caregiving responsibilities.



From April 2023 – April 2024:

- **331 female colleagues** were recruited out of 532 new starters (60%).
- **21 female colleagues** attended internal development workshops.
- **8 female colleagues** gained a new qualification (including VRQs and apprenticeships).
- **5 female colleagues** received promotions within our management team.

# Our plan for the future

Our future plan focuses on key initiatives that promote career progression, pay transparency, fair hiring practices, and a supportive work environment.

Here's how we are taking action to build a more equitable future for all our colleagues.



## Creating a more inclusive workplace

We offer flexible working arrangements to support work-life balance and carry out unconscious bias training for hiring managers. We also have a People System where colleagues are regularly asked to update their diversity and inclusion data to help us better understand who they are, how they feel and which groups they identify under so that we can ensure everyone feels supported and included.



## Supporting career progression for women

We have a Talent and Development team that focuses on making sure there are equal opportunities for everyone. We provide a range of development initiatives including functional skills training (English and Maths) to remove barriers to career progression and opportunities.



## Improving hiring and promotion practices

When recruiting new colleagues, we use diverse interview panels where possible and gender-neutral job descriptions and recruitment marketing materials. We also screen all our adverts and job descriptions for gender-biased words.



## Pay Transparency

Nviro pays all colleagues a minimum of the Real Living Wage. We also benchmark salaries so that our people receive fair pay in line with the external job market and publish salary bands in job postings to improve transparency.