

| 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.

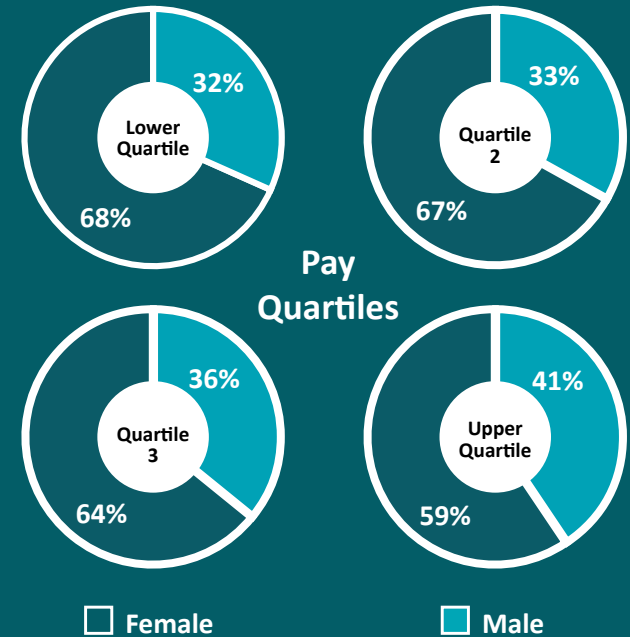
Source: <https://www.ons.gov.uk>

Executive Leadership Team 2024



■ 4 Males ■ 4 Females

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