

Gender Pay Gap Report 2026

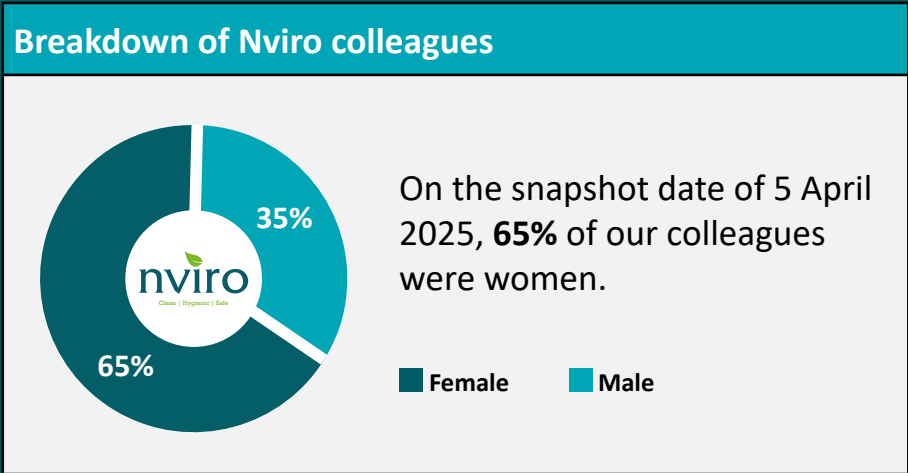
This report details our results based on the snapshot date of 5 April 2025 and our focus areas to ensure gender equality.





The Gender Pay Gap measures the difference between the earnings of men and women across the business, regardless of the work they do. This report shows the difference between the average earnings of men and women, expressed relative to men’s earnings.

Equal pay requires that men and women carrying out the same or similar work in the same employment must receive the same pay. The two concepts should not be confused, and we remain confident that men and women are paid equally for the same or similar roles.



Nviro	2025	2024	2023	Change
Mean Gender Pay Gap	4.7%	3%	4.1%	↑ 1.7%
Median Gender Pay Gap	1.3%	1.8%	1.2%	↓ 0.5%
UK	2025	2024	2023	Change
Mean Gender Pay Gap	12.8%	13.1%	14.2%	↓ 0.3%

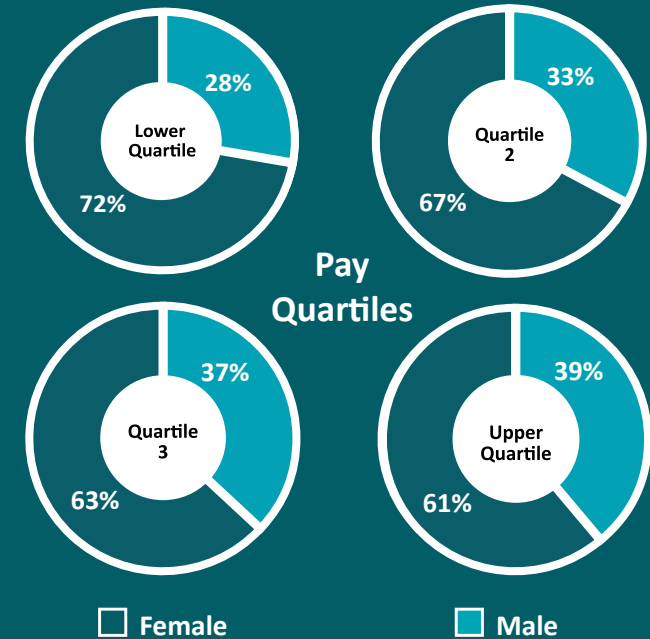
The Mean Gender Pay Gap is calculated by adding up the hourly pay of each employee and dividing by the number of employees. This is completed separately for men and women, and the mean average is compared.

This shows that on average, women earn 4.7% less on average than men at Nviro. While our mean average has risen by 1.7% since 2024, it remains significantly lower than the UK average of 12.8%.

The Median Gender Pay Gap looks at the middle value of all male colleagues' pay and the middle value of all female colleagues' pay from lowest to highest. This calculation is important as it is less affected by very high or very low salaries.

For every £1 a man earns, a woman earns 98.7p.

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



Each pay quartile represents a quarter of our total workforce ranked by pay. Each quartile contains 245 colleagues.

Bonus Gap	Mean Bonus Gap	Median Bonus Gap
Received a bonus: 2% of women 4% of men	64.7%	11.3%

Senior Leadership Team 2025

We are committed to having 45 – 55% female representation in our Senior Leadership Team. As at 5 April 2025, we are proud to have 50% female representation in our Executive Leadership Team and 56% in our Senior Management Team.



We confirm that the data in this report is accurate.

Hannah Miller,
People Director

We're continuing to work to close our gender pay gap...

Our median gender pay gap is low at 1.3%, indicating that the typical employee, regardless of gender, is paid similarly across the organisation.

Our mean gender pay gap is slightly higher at 4.7%. This reflects the impact of a small number of higher-paid roles, where there is a greater proportion of men. As the mean is influenced by the highest earners, even small differences at senior levels can increase the overall average.

Together, these measures show that while pay is broadly balanced for most employees, we continue to focus on improving gender representation at the most senior levels of the organisation.



From April 2024 – April 2025:

- **178 female colleagues were recruited out of 282 new starters (63% of new starters).**
- **2 female colleagues received promotions within our management team.**
- **87 female colleagues attended internal training or workshops (55% of all attendees).**
- **15 female colleagues passed external training courses or qualifications (68% of all).**
- **48% of all bonuses were paid to female colleagues.**

Inclusion runs through everything we do...

Our future focus is on three key areas that promote inclusive hiring practices and a supportive and rewarding place to work.

Together, these actions support ambition to build a more equitable and inclusive workplace.



Recruitment and Attraction

We are building ways to measure our applications to ensure we are accessible and appealing to a diverse pool of talent. We include pay (a pay range) in all our job adverts to ensure pay transparency.



Engagement

Our colleague feedback shows that in general our people feel they belong. We are committed fostering a culture where colleagues feel happy at work and can reach their professional and personal goals.

Through our internal and external communication channels we regularly celebrate a broad range of events, including International Women's Day and Menopause Awareness month, to raise awareness and bring our people together with shared experiences. We are looking to introduce employee resource groups and more colleague champions to increase this visibility and support.



Retention

We will be reviewing our rewards and benefits to make sure that they are meaningful for our colleagues. Nviro pays all colleagues the minimum of the Real Living Wage. We will be continuing to benchmark salaries against the external job market to ensure a decent wage for a decent day's work.