

The table below shows the mean and median average gender pay gap based on hourly rates of pay as at the snapshot date (5<sup>th</sup> April 2018). It also captures the mean and median difference between bonuses paid to males and females in the year ended 5<sup>th</sup> April 2018.

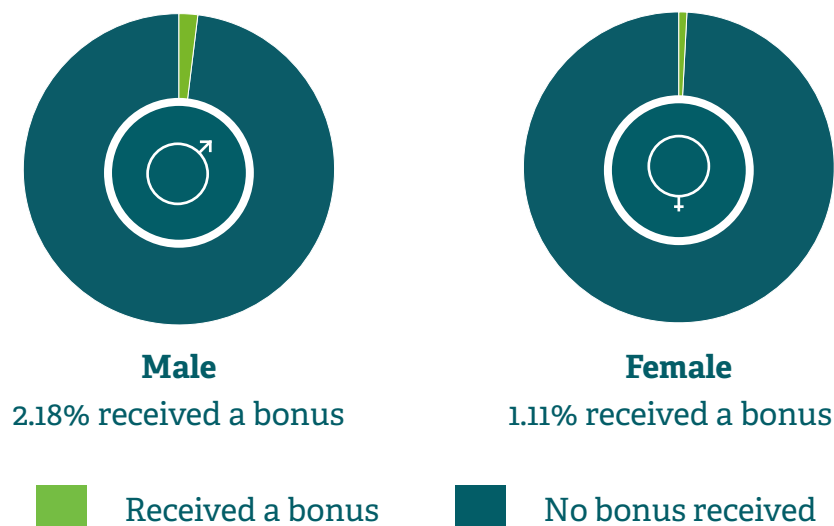
The bonus gap is driven by the staffing structure of where bonus payments are made, namely being within the Sales department rather than the whole of the business. During the reporting period there were more male sales staff than female.

## Pay & Bonus Gap

Difference between male and female (Figures expressed as male percentage greater than female)		
Type of pay	Mean % Average	Median % Middle
Hourly fixed pay	+10.37	-2.12
Bonus paid	+51.83	+18.99

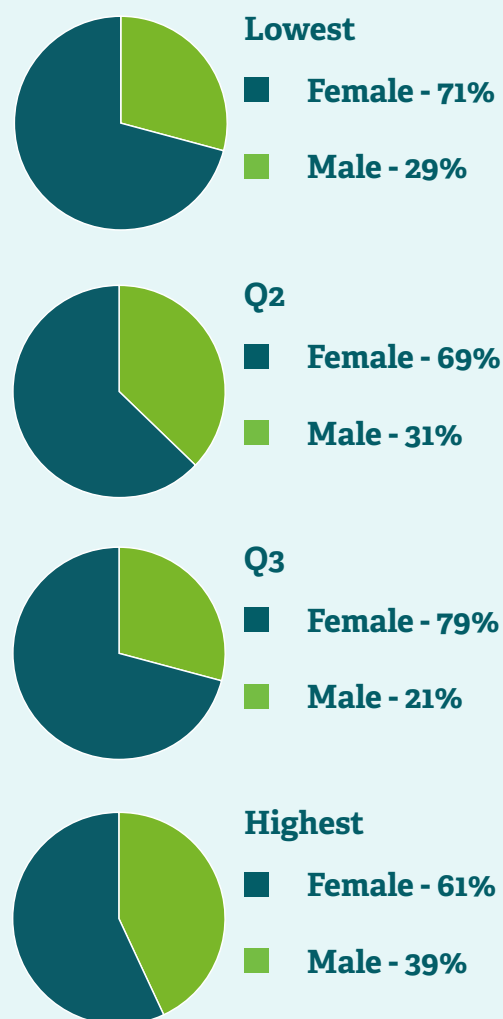
## Proportion of employees receiving a bonus

The chart below shows the proportion of employees receiving a bonus. The gender gap is driven by the fact that bonuses are payable to sales staff, of which there were more males during the reporting period.



## Pay Quartiles

The graphic below shows the gender distribution at Nviro across four quartiles. Each quartile contains 257 employees.



We confirm that the data in this report is accurate.

Brian Warren - *Managing Director*