

OUR RESULTS

AT -2.12
 OUR MEDIAN (MIDDLE) GENDER PAY GAP IS WAY BELOW THE UK NATIONAL AVERAGE (+18.4%) WHICH SHOWS THAT TYPICALLY OR OVERALL FEMALES HAVE HIGHER PAY THAN MALES BUT WITH SUCH A SMALL DIFFERENCE NVIRO ARE ONE OF THE FEW COMPANIES WITHOUT A SIGNIFICANT GENDER PAY GAP

We confirm that the data in this report is accurate.

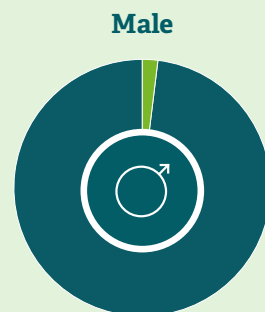
Brian Warren - Managing Director

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

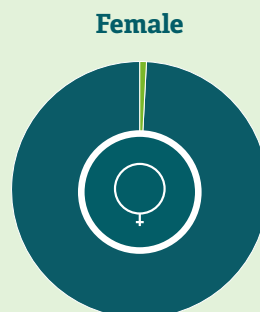
The bonus gap is driven by the staffing structure of where bonus payments are made, namely being within the Sales department rather than the whole of the business. During the reporting period there were more male sales staff than female.

Proportion of employees receiving a bonus

Received a bonus
 No bonus received



2.18% received a bonus



1.11% received a bonus

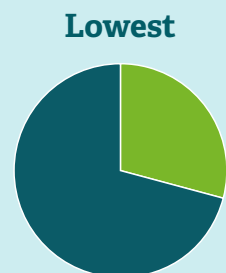
Pay & Bonus Gap

Difference between male and female (Figures expressed as male percentage greater than female)

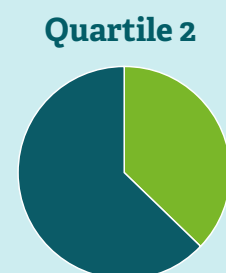
Type of pay	Mean % Average	Median % Middle
Hourly fixed pay	+10.37	-2.12
Bonus paid	+51.83	+18.99

Pay Quartiles

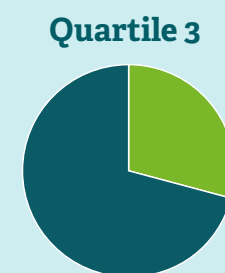
The graphic below shows the gender distribution at Nviro across four quartiles. Each quartile contains 257 employees.



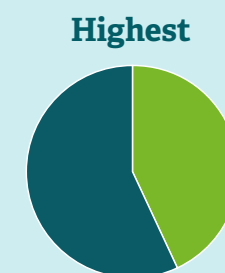
Female - 71%
 Male - 29%



Female - 69%
 Male - 31%



Female - 79%
 Male - 21%



Female - 61%
 Male - 39%