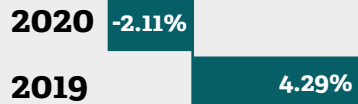


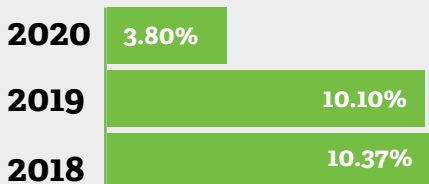
# NVIRO LTD GENDER PAY GAP REPORT 2021

## OUR RESULTS

OUR MEDIAN (MIDDLE) GENDER PAY GAP IS **-2.11%** THIS IS MUCH LOWER THAN THE UK NATIONAL AVERAGE UP TO (15.5%) (This has improved by 6.40% since 2019)



OUR MEAN (AVERAGE) GENDER PAY GAP IS **3.80%** (This has improved by 6.57% since 2018)



The report shows our April 2019 to April 2020 results and focus areas to ensure gender equality. Nviro are one of the few companies without a significant pay gap.

### SENIOR MANAGEMENT TEAM

The graphic below shows the percentage of males and females within our Senior Management Team at the end of April 2020 and April 2019.

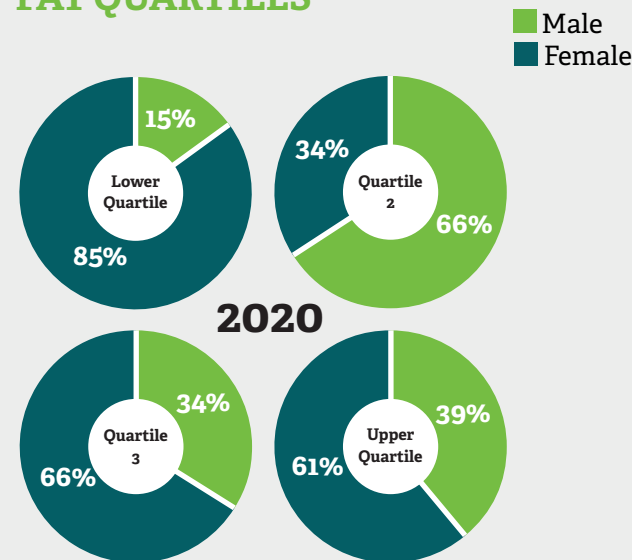
2020 ■ 8 Males ■ 9 Females



2019 ■ 10 Males ■ 8 Females



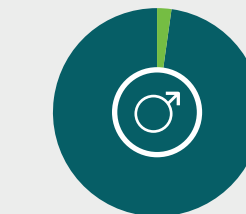
### PAY QUANTILES



The pay quartiles graphic shows the gender distribution at Nviro across four quartiles. Each quartile contains 372 employees.

### PROPORTION OF EMPLOYEES RECEIVING A BONUS

■ Received a bonus ■ Received no bonus



Male  
2.25% received a bonus



Female  
0.66% received a bonus



We confirm that the data in this report is accurate.  
Brian Warren - Managing Director