

## OUR RESULTS

OUR MEDIAN (MIDDLE) GENDER PAY GAP IS **1.04%** THIS IS MUCH LOWER THAN THE UK NATIONAL AVERAGE UP TO(15.5%)

OUR MEAN (AVERAGE) GENDER PAY GAP IS **7.50%** (This has improved by 2.87% since 2018)

WE'RE WORKING HARD TO CLOSE OUR GENDER PAY GAP

The report shows our April 2020 to April 2021 results and focus areas to ensure gender equality.

### SENIOR MANAGEMENT TEAM

The graphic below shows the percentage of males and females within our Senior Management Team at the end of April 2021 and April 2020.

**2021** ■ 7 Males ■ 7 Females

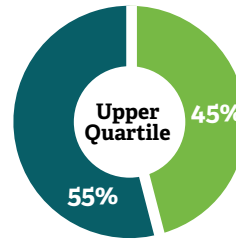
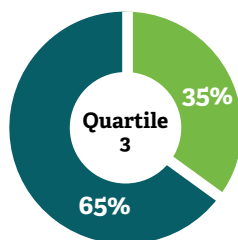
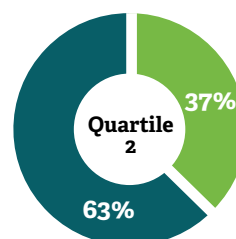
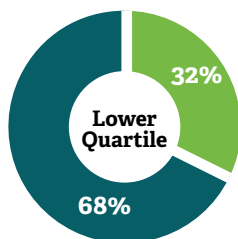


**2020** ■ 8 Males ■ 9 Females



### PAY QUARTILES

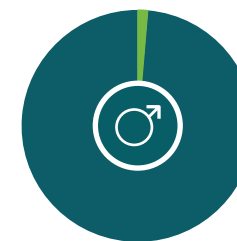
■ Male  
■ Female



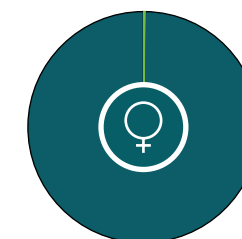
The pay quartiles graphic shows the gender distribution at Nviro across four quartiles. Each quartile contains **415 employees**.

### PROPORTION OF EMPLOYEES RECEIVING A BONUS

■ Received a bonus ■ Received no bonus



**Male**  
1.64% received a bonus



**Female**  
0.38% received a bonus



We confirm that the data in this report is accurate.  
**Hannah Miller - HR Director**