

Gender Pay Gap Review 2017

Organisational Context

idverde is Europe’s largest provider of grounds maintenance services and landscape construction projects. We offer a holistic range of services to support the creation, maintenance and management of landscapes throughout the UK, working with both public and private sector clients to deliver bespoke solutions for each project’s unique challenges.

idverde UK’s services range from professional open space management, to landscape design and build, grounds maintenance, tree surgery, outdoor facilities management, biodiversity management and waterways management.

idverde UK is committed to creating a fair, diverse and inclusive organisation. We seek to create an environment for all our colleagues that enables them to achieve their full potential and contribute fully and to derive maximum benefit from their involvement within the company.

Organisational Structure

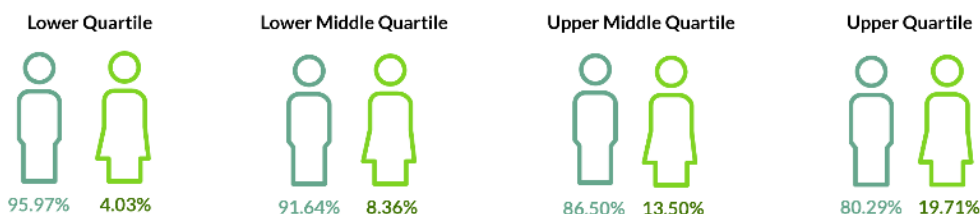
Within our business the majority of our workforce is made up of hourly paid Grounds Maintenance Operatives, especially during the peak season (March – October). Currently we see more applicants from males for our outdoor manual roles. idverde UK is looking at ways to attract more females to choose a career in grounds maintenance in order to create a greater diversity amongst the teams.

The proportion of our females work in our salaried, Support Functions and Management positions, with a third of our Senior Management Team being female.

idverde UK is currently developing a formal grading structure following the integration of 3 companies, The Landscape Group, Quadron Services Limited, and Land Engineering. The new grading structure will be in place Q2 2018, and will focus on creating a consistent and transparent reward structure regardless of gender, or previous employing entity.

Representation of Data

HOURLY PAY QUANTILES

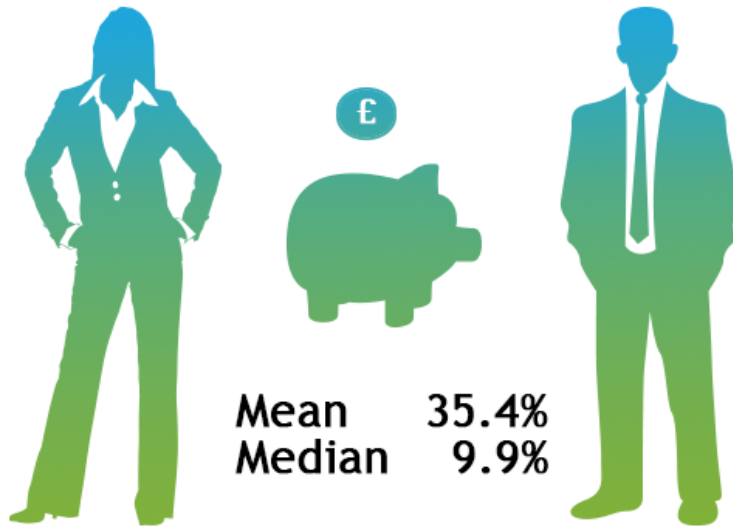


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Registered in England No. 03542918

GENDER BONUS GAP



Declaration

We confirm that our data has been calculated according to the requirements of The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Andrea Gomm, HR Director