



*Gender Pay Gap Report – April 2024*

UK

# Executive Summary

## 5.78% negative pay gap for the seventh year

### Gender Pay Gap Results for Year 7

We continue to see a negative pay gap, with a result of **5.78%** for the seventh year of reporting.

These results continue to reflect the structure of our company as we are still seeing large proportions of male colleagues in our general operative roles, and our female colleagues tend to work in our management, office-based, and support roles.

### Our commitment to Diversity, Equity and Inclusion

These results continue to show the long-term journey on gender equity we are on. At idverde UK, we are committed to seeing a change in these figures by ensuring more gender balance amongst our general operative roles and our senior management roles.

### Bonus Results for Year 7

The bonus pay gap for the seventh year of reporting is **51.19%**.

This reflects the proportions of men and women in our leadership and management roles who receive a discretionary annual bonus, with our most senior roles having more male colleagues.

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#### Disclaimer – calculations for 2023 data

*Whilst working on the calculations this year, we realised that the data used for the previous Gender Pay Gap reports were inaccurate, resulting in some erroneous reporting.*

*The narrative of our results doesn't change, i.e. we still have a negative gender pay gap due to the make-up of our company, but in the interest of transparency, and acting with integrity, we wanted to make this clear from the start.*

*This doesn't detract from the excellent work the idverde teams are doing to drive change when it comes to equity, diversity and inclusion, and I'm confident with our renewed focus we will see a positive change in the coming years.*

**Amanda Capon** – Chief Colleagues and Culture Officer

# Introduction from our Chief Colleagues and Culture Officer

Amanda Capon

## Welcome to our 2023 Gender Pay Gap Report!

I'm a new face for *idverde* UK, having joined the business in September 2023 as Chief Colleagues and Culture Officer, and I recognise I have joined at a really exciting and transformational time.

2022 and 2023 were challenging years for *idverde* as we came out of the COVID pandemic and started to get used to the “new world” in which we found ourselves – economically, commercially and operationally. We started a total business transformation focusing on costs, efficiencies and organisational design. This is reflective of the bonus payments, as can be seen further on in this report.

These challenges and change programmes have ensured *idverde* UK continues to be a strong, resilient and colleague-focused business.

We are continuing to drive equity and inclusion for all roles across the business, to improve our diversity, with one key area of this being pay.

I am pleased to share that the Gender Pay Gap result for 2023 (Year 7) is a negative **5.78%**, a **decrease of 7.12%**. However, as reported in the disclaimer, this difference is partly due to a calculation error in the previous report. Nonetheless, this is a much smaller pay gap which is a significant positive.



## Organisational Structure

*idverde* is Europe's largest provider of landscape creation projects and grounds maintenance services. 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, waterways and traffic 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 maximum potential and contribute fully and to derive maximum benefit from their involvement within the company.

## Organisational Context

Within our business most of our workforce is made up of hourly paid Grounds Maintenance and Landscape Operatives, especially during the peak season (March – October), where we hire a seasonal workforce to support the busy Spring and Summer months.

The higher proportion of our colleagues who identify as female work in our salaried, support functions and management positions, with just one of our Senior Management Team being female.

As can be seen from the commentary in our previous Gender Pay Gap Reports, we are aware of the higher male application rate for our Operative roles, and we continue to focus on attracting more diversity into these roles. We are confident we will see a step change in the diversity of our Operative roles as we have identified a recruitment partner who will provide a dedicated attraction and selection process for us, focusing on recruiting high calibre, talented and diverse candidates to join *idverde* UK.

As the newly structured Colleagues and Culture team find their feet this year, we will continue to focus on equity and inclusion for all teams across the entirety of the business.

# Context

## Understanding the Gender Pay Gap

The gender pay gap is calculated as the difference between average hourly earnings (excluding overtime) of men and women as a proportion of average hourly earnings (excluding overtime) of men's earnings.

For example, a 4.0% gender pay gap denotes that women earn 4.0% less per hour, on average, than men. Conversely, a negative 4.0% gender pay gap denotes that women earn 4.0% more, on average, than men.

As per the regulations we use Mean, Median and Quartiles to analyse the pay data.

### Mean

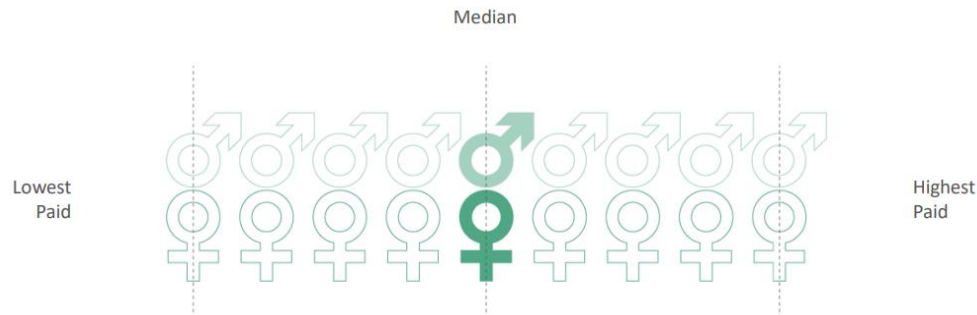
This is calculated by adding up all the pay, then dividing it by the number of colleagues on the report. This is split by Male and Female.

### Quartiles

This shows the proportions of male and female colleagues split into four equal quartile pay bands – lower quartile, lower-middle quartile, upper-middle quartile, upper quartile.

### Median

This is calculated by ranking every pay from lowest to highest, then identifying the middle point in the range of numbers. This is split by Male and Female.



# Our Results

## Number of Colleagues and Gender Pay Gap

### Number of Colleagues

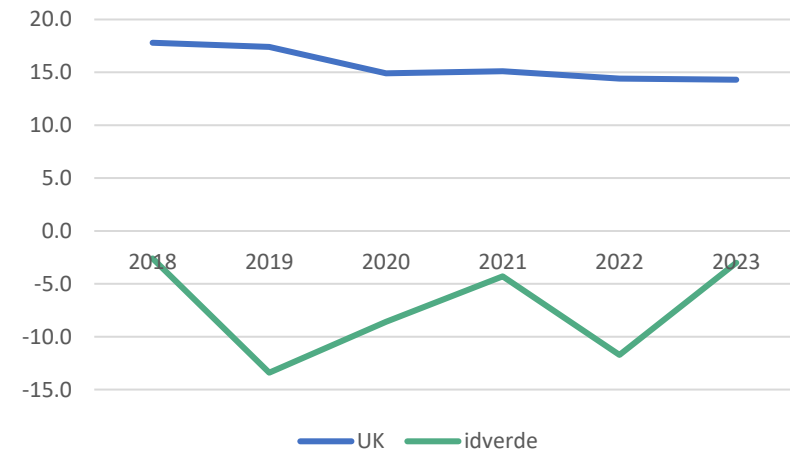


### Gender Pay Gap

This shows the proportions of male and female gender pay gap.

	2023 (%)	2022 (%)	2021 (%)	2020 (%)
<b>Mean</b>	- 5.71%	- 12.90	- 10.19	- 6.65
<b>Median</b>	- 3.01%	- 11.72	- 4.29	- 8.59

The below graph compares *idverde's* median Gender Pay Gap with the UK National Gender Pay Gap\*.



\* <https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/bulletins/genderpaygapintheuk/2023#:~:text=Image%20.csv%20.xls-,The%20gender%20pay%20gap%20has%20been%20declining%20slowly%20over%20time,up%20from%207.6%25%20in%202022.>

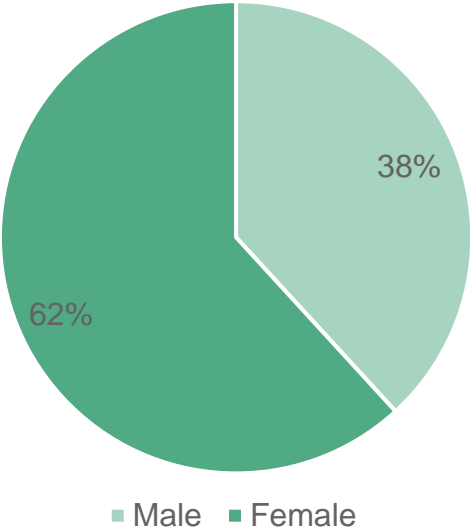
# Our Results

## Gender Bonus Gap

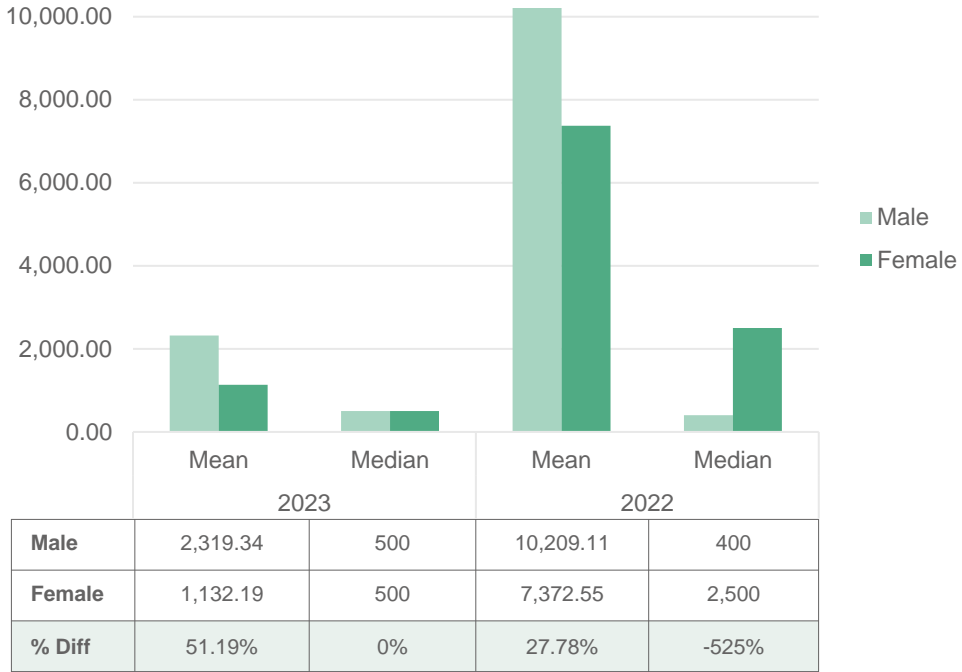
This shows the proportions of bonus pay difference between male and female colleagues.

The % of male and female who received a bonus:

Male	Female
8.88%	14.37%



Mean and median figures for male and female bonuses, illustrating the Gender Pay Gap in bonuses:

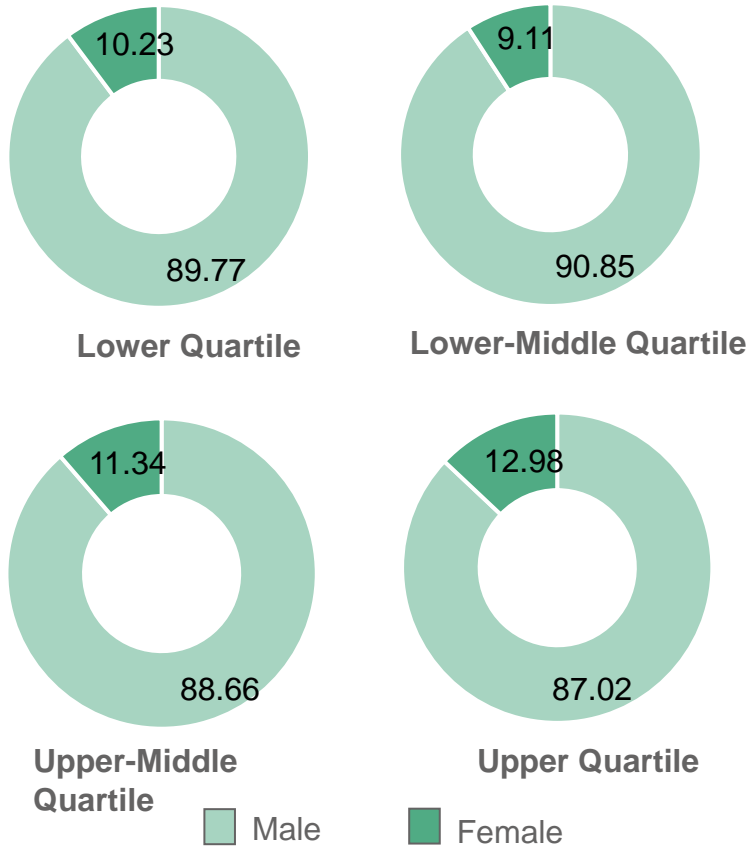


# Our Results

## Pay Quartiles and Understanding our Results

### Pay Quartiles

Below are the percentage of male and female colleagues within each of the four hourly pay quartiles.



### Understanding Our Results

Our pay gap figures show that, collectively, our female colleagues are paid a higher hourly rate than our male colleagues and our bonus figures show that, whilst more female colleagues receive a bonus than males, our male colleagues receive higher bonuses.

This demonstrates that we still have much work to do on our diversity, equity and inclusion agenda. This is because these results indicate we have a disproportionate number of male colleagues in our General Operative roles and in our Senior Leadership roles (who are paid more and receive higher bonuses). Furthermore, looking at *idverde* UK as a whole, we only have 11% female representation across all teams.

We are continuing to focus on improving our diversity across our organisation through recruiting diverse candidates as well as supporting with the career progression of female colleagues into Senior Leadership roles. In addition, creating a truly inclusive work environment for all teams will support us maintain diverse teams throughout *idverde* UK, and this is a key focus area for the business over the coming years.



# What we are doing to ensure Diversity, Equity and Inclusion across idverde

2023 focus areas that will continue into 2024

Inclusive Recruitment
Ensuring inclusive language on all job adverts.
Partnering with local schools and colleges to increase awareness of idverde and create a more diverse Talent Pipeline.
<b>New for 2024</b> – established a partnership with a recruitment specialist to focus on diverse and inclusive recruitment practices and effective talent pipelining.

Compensation & Benefits Governance
Scoped out and soft-launched a grading structure, piloting the framework in a few teams.
Carrying out an annual pay review process.
<b>New for 2024</b> – review the grading structure to roll out more widely as well as create some governance for pay reviews and bonuses, providing an opportunity to close any pay gaps.

Inclusive Culture
Ensuring our Core Values are clear, known and lived by each and every day, as our guiding star.
<b>New for 2024</b> – launch the colleague engagement survey to hear what needs to be an area of focus and enhance our inclusive culture via initiatives such as effective two-way communication, recognition schemes, and a focus on wellbeing.



# A Message from our Director of Colleague Experience

**Nicky Harvey**

*idverde* is a very special place to work, and the Colleague Experience team's ambition is to create a work environment where all colleagues are proud to work for *idverde*, can be themselves at work, are safe at work and choose to work with us.

Equity, Diversity and Inclusion are a big part of creating such a work environment and having a fair and equitable compensation scheme is a big part of achieving this aim.

In 2024 and 2025, the key areas we'll be focusing on to enhance *idverde*'s colleague experience and drive EDI, are:

- ✓ putting in place some governance around our compensation and benefits;
- ✓ creating an inclusive culture through inclusive HR practices, inclusive leadership and inclusive policies and procedures;
- ✓ embedding our Values;
- ✓ ensuring there is effective accessibility to information and communications;
- ✓ and enhancing Colleague Engagement

I am looking forward to seeing what we can achieve this year and sharing an update in the next Gender Pay Gap report, in 2025.



*id*verde

