

Gender Pay Gap Report

April 2025

Executive Summary - Gender Pay Gap Results

5.74 % negative pay gap for the eighth year

This report presents a comprehensive analysis of *idverde* UK's gender pay gap report for the 2023-2024 financial year.

The findings are based on detailed analysis of compensation data across all departments, job levels and employment categories.

Our commitment to Diversity, Equity and Inclusion

These results continue to show the long-term strategy to 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.

Number of Colleagues



Introduction from our Chief People Officer

Amanda Capon

Welcome to our 2025 Gender Pay Gap Report

Our analysis reveals a mean gender pay gap of -5.74% across the organisation at the snapshot point of April 2024, representing a 0.03 percentage point decrease from the previous year. While this shows we have remained the same, we are continuing to focus on our goal of pay equity and recognise significant work remains to achieve full parity.

The primary factors contributing to our current gender pay gap include:

- The majority of our hourly paid colleagues are represented by men.
- Lower representation of women in senior leadership positions (28% female representation at executive level).
- Differences in bonus allocation and overtime opportunities between genders.
- Impact of career breaks and part-time work arrangements on career progression.

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.

We take these findings very seriously, and while this data shows progress toward our goal of pay equity, significant work remains to achieve full parity. *idverde* remains dedicated to achieving genuine pay equity and fostering an inclusive workplace where all colleagues can thrive, regardless of gender. We will continue to monitor our progress and adjust our strategies as needed to accelerate positive change and make *idverde* an employer of choice.



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 two of our Executive 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.

We continue to focus on equity and inclusion for all teams across the entirety of the business.

Understanding the Gender Pay Gap

Context

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

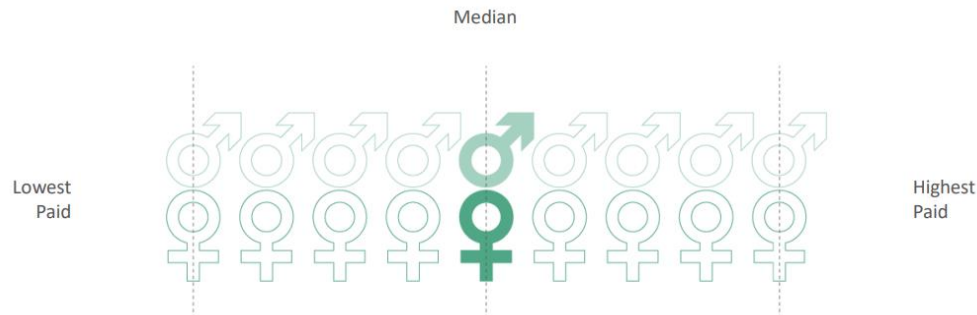
This is calculated by adding up all the pay, then dividing it by the number of colleagues on the report. This is split by Male and Female.

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

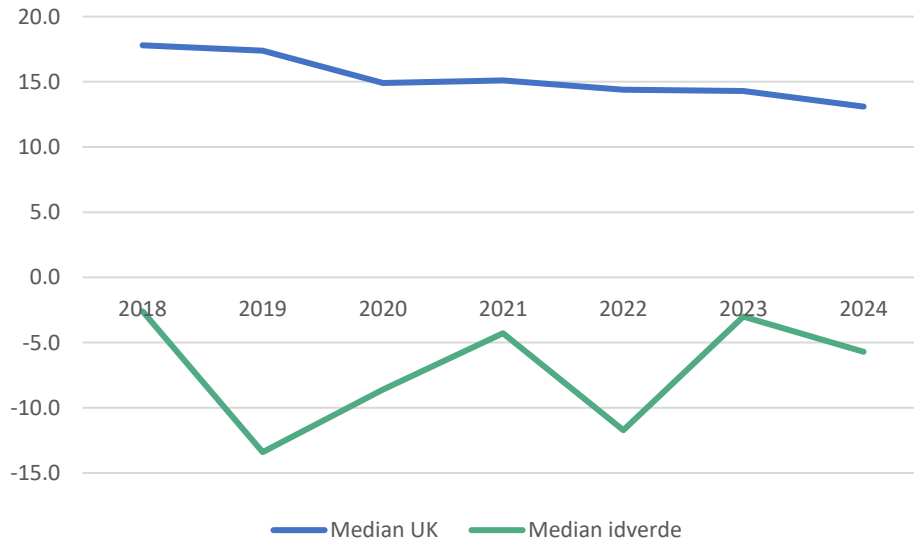
Gender Pay Gap and Gender Bonus Gap

Gender Pay Gap

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

	2024 (%)	2023 (%)	2022 (%)	2021 (%)
Mean	-5.74%	- 5.71%	- 12.90	- 10.19
Median	-5.71%	- 3.01%	- 11.72	- 4.29

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



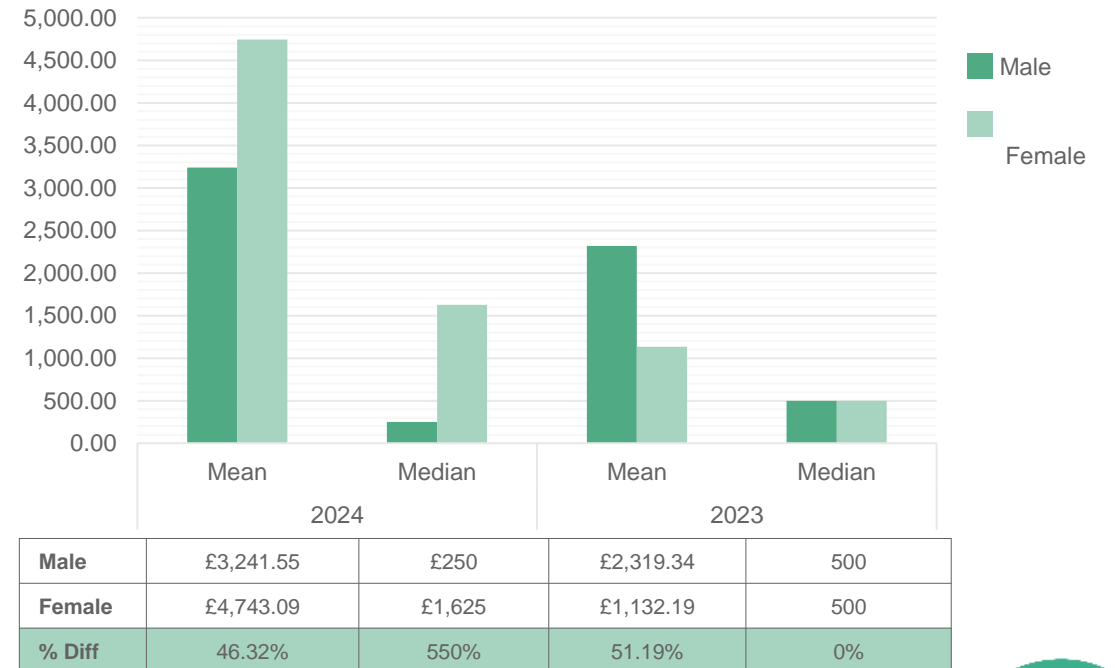
Gender Bonus Gap

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

The % of male and female who received a bonus:

Male	Female
5.06%	15.08%

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



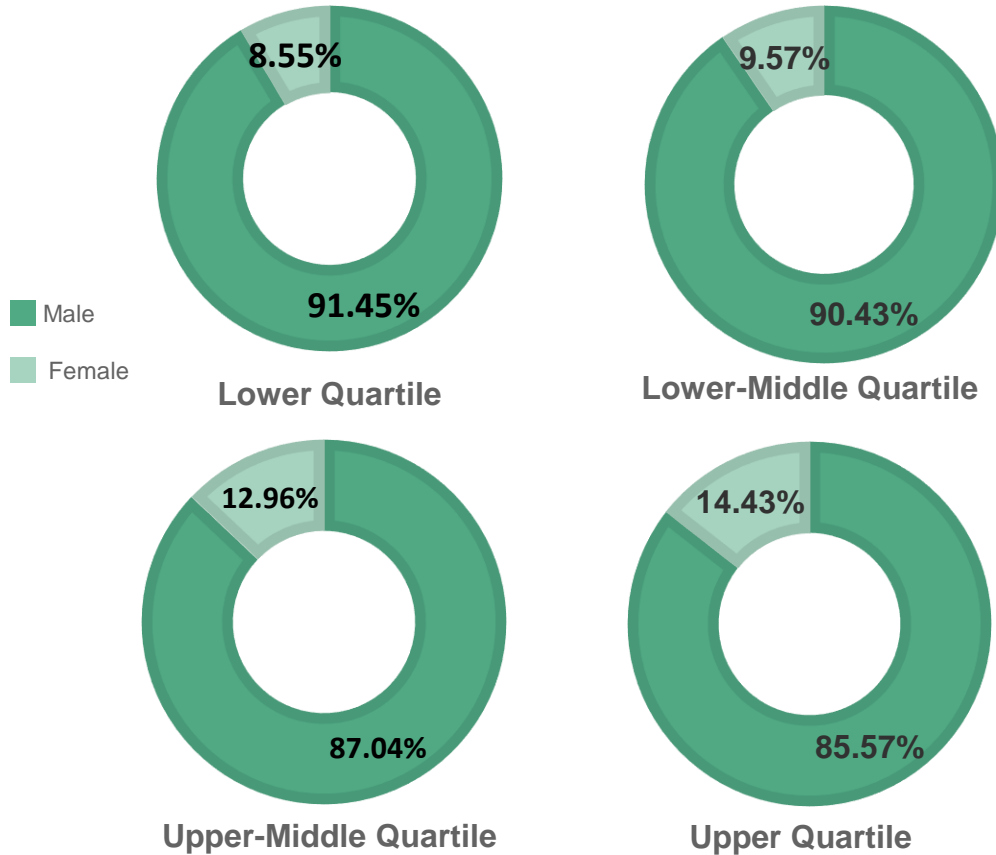
Male	£3,241.55	£250	£2,319.34	500
Female	£4,743.09	£1,625	£1,132.19	500
% Diff	46.32%	550%	51.19%	0%

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 continue to be paid a higher hourly rate than our male colleagues. Our bonus figures show that more female colleagues receive a bonus than males, and that for 2024, our female colleagues received higher bonuses.

This demonstrates that we still have much work to do on our diversity, equity and inclusion agenda.

There continues to be a disproportionate number of male colleagues in our field-based General Operative roles and most of our female colleagues work in more office-based roles, leading to the pay gap.

2024 was an interesting year where our female colleagues earned higher bonuses, and this was a result of the high performance of a particular business unit within our Operations Function. Despite this, we do still have an under-representation of women in our Senior Leadership and Executive roles.

Looking at *idverde* UK as a whole, as for 2023-2024, we still only have 11% female representation across all teams.

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

An update on our 2024 commitments and the focus for 2025

Inclusive Recruitment

2024 Commitment - In our last report we committed to establishing a partnership with a recruitment specialist to focus on diverse and inclusive recruitment practices and effective talent pipelining.

Update – Whilst this partnership is still fairly new, we are starting to see improvements in our recruitment with an increase in the number of female candidates being recruited (small increase from 12% to 13%), and have managed to find candidates in, historically, hard to recruit areas.

New for 2025 – We will continue to work on improving our recruitment processes, challenging our biases and creating an inclusive environment for our new starters to join.

Compensation & Benefits Governance

2024 Commitment - In our last report we committed to reviewing the grading structure as well as creating governance for pay reviews and bonuses, providing an opportunity to close any pay gaps.

Update – We have successfully created a new grading framework and are rolling it out in a phased approach. Alongside this we have created the structure and governance for our bonus schemes and pay reviews, for those eligible for a bonus for 2025.

New for 2025 – This year, we will continue to roll out the grading structure and will review the rest of our benefits offerings, to ensure there is equity across the organisation and our colleagues are receiving the best benefits package for them.

Inclusive Culture

2024 Commitment - In our last report we committed to launching the colleague engagement survey and to enhance our inclusive culture through communication, recognition and a focus on wellbeing.

Update – We did carry out a colleague engagement survey at the end of 2024 and have started to make enhancements based on the feedback received.

We also launched an industry-leading Health and Wellbeing framework called the Thrive Care Hub and a new fully-inclusive communication platform called Thrive Connect.

New for 2025 – We will work on the feedback received from the colleague engagement survey, embed the new Thrive Connect and Thrive Care Hub, and continue to focus on living our Core Values every day.

An update from our Chief Colleague Experience Officer

Nicky Harvey



idverde has achieved so much in 2024. As a business we have come together to change our ways of working, embrace new thinking and have focused on creating an environment where colleagues are safe, enjoy working with us and can thrive in their roles.

We have progressed our Equity, Diversity, Inclusion and Belonging agenda, and whilst we are still on this journey, we are proud that our progress to date has been recognised by the Pro Landscaper Business Awards, as a nominee for their Diversity and Inclusion Strategy award.

We achieved a lot of the foundation work in 2024 and will build on this in 2025 and 2026. Our key areas of focus haven't changed since our last report, but we now have the momentum to achieve our ambitions to enhance *idverde*'s colleague experience and drive EDI:

- ✓ Build on the governance we've put in place around compensation & benefits through a thorough review of current schemes;
- ✓ Continue to review and enhance our HR practices, policies and procedures;
- ✓ Continue to embed our Values;
- ✓ Embed our new Thrive Connect communication platform which provides all colleagues access to business information; and
- ✓ Embed our new Thrive Care Hub, ensuring our colleagues have access to Health and Wellbeing initiatives that support them at work.

I am excited by what we can achieve this year and look forward to sharing another update in the next Gender Pay Gap report, in 2026.

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