

# Gender Pay Gap Report

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## Company Information

**Company Name:** idverde Limited

**Business Address:** Octavia House, Westwood Business Park, Westwood Way, Coventry, CV4 8JP

**Company Registration Number:** 03542918

**Industry Sector:** Landscaping

**Number of Employees:** 2956

**Snapshot Date:** 5<sup>th</sup> April 2024

**Reporting Period:** 1 April – 30 April 2024

## Leadership Statement

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.

## Summary of Organisation

- Women earned £1.38 for every £1 that men earned (comparing median hourly pay)
- Women made up 14.43% of employees in the highest paid quarter, and 8.55% of employees in the lowest paid quarter
- 15.08% of women received bonus pay, compared with 5.06% of men
- Women's bonus pay was 84.62% higher than men's (comparing median bonus pay)

## Pay Quartiles by Gender

| Quartile                | Men    | Women  |
|-------------------------|--------|--------|
| Upper Hourly Pay        | 85.57% | 14.43% |
| Upper Middle Hourly Pay | 87.04% | 12.96% |
| Lower Middle Hourly Pay | 90.43% | 9.57%  |
| Lower Hourly Pay        | 91.45% | 8.55%  |

## Gender Pay Gap Overview

|   |        |
|---|--------|
| <b>Mean gender pay gap</b> in hourly pay as a percentage of men's pay   | -5.74% |
| <b>Median gender pay gap</b> in hourly pay as a percentage of men's pay | -5.71% |

## Gender Bonus Pay Gap

| Bonus Pay                          | Men      | Women    | Pay Gap  |
|------------------------------------|----------|----------|----------|
| <b>Mean Gender Bonus Pay Gap</b>   | £3241.55 | £4743.09 | -46.32%  |
| <b>Median Gender Bonus Pay Gap</b> | £250.00  | £1625.00 | -550.00% |

## Proportion of Men and Women Receiving Bonuses

| Men   | Women  |
|-------|--------|
| 5.06% | 15.08% |

## Additional Information (if applicable)

### Actions Taken or Planned to Address the Gender Pay Gap:

- Inclusive Recruitment – we committed to focus on our recruitment activities and whilst this 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. 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 and Benefits Governance – we committed to reviewing our grading structure and introducing governance around pay and bonus practices. 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. 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.
- Creating an Inclusive Culture – we committed to launching a colleague engagement survey and focus on communication, recognition and wellbeing. 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. In 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.

**Any Relevant Disclaimers or Considerations:** Our Sales team were particularly successful this year, resulting in very large bonuses being paid to two female colleagues. We feel these two bonuses have distorted our figures slightly.

### Data Collection and Methodology

- The data was collected through the organisations Human Resource Management System (HRMS) iTrent reporting mechanisms with the assumptions being made that the data is correct.
- The specific methodology used for calculating the pay gap, bonus gap, and quartile distribution was based on the UK Government Statutory guidance on Gender Pay Gap Reporting for employers. These guidelines were adhered to at all levels.

## Contact Information

**Point of Contact for the Report:** Nicky Harvey, Chief Colleague Experience Officer.

Email: [nicky.harvey@idverde.co.uk](mailto:nicky.harvey@idverde.co.uk). Mobile: 07434 231 055

## Declaration

I can confirm that this report presents a comprehensive analysis of our organisation's gender pay gap data for the 2023-2024 financial year. The findings are based on detailed analysis of compensation data across all departments, job levels, and employment categories.



Amanda Capon, Chief People Officer

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## Summary Table

| Category                         | Men       | Women     | Pay Gap  |
|----------------------------------|-----------|-----------|----------|
| Hourly Pay - Mean                | £14.64    | £15.48    | -5.74%   |
| Hourly Pay - Median              | £12.44    | £13.15    | -5.71%   |
| Bonus Pay - Mean                 | £3,241.55 | £4,743.09 | -46.32%  |
| Bonus Pay - Median               | £250.00   | £1,625.00 | -550.00% |
| Lower Hourly Pay Quartile        | 91.45%    | 8.55%     |          |
| Lower Middle Hourly Pay Quartile | 90.43%    | 9.57%     |          |
| Upper Middle Hourly Pay Quartile | 87.04%    | 12.96%    |          |
| Upper Hourly Pay Quartile        | 85.57%    | 14.43%    |          |
| Bonus Percentage                 | 5.06%     | 15.08%    |          |