



idverde Gender Pay Gap Report


April 2025 (Year 8) • Snapshot Date: 5 April 2025

Europe's largest provider of grounds maintenance
and environmental services

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Executive Summary

This report presents idverde UK's gender pay gap data for the snapshot period ending 5 April 2025, representing our eighth consecutive year of statutory reporting. Our analysis is based on 2,743 full-pay relevant employees as at the snapshot date.

-11.13% Mean Hourly Pay Gap	-1.45% Median Hourly Pay Gap	10.93% Mean Bonus Gap	-91.34% Median Bonus Gap
11.0% (302) Female Colleagues	89.0% (2,441) Male Colleagues	34.44% % Women Receiving Bonus	23.02% % Men Receiving Bonus

Note: A negative pay gap figure indicates that women earn more on average than men. All figures are based on the statutory snapshot date of 5 April 2025.

For the eighth consecutive year, idverde UK reports a negative mean gender pay gap, meaning that, on average, our female colleagues earn a higher hourly rate than our male colleagues. This continues to be driven primarily by the significant concentration of male colleagues in lower-paid, hourly-paid operative roles across our grounds maintenance operations, while the majority of female colleagues occupy salaried support, management and leadership positions.

The mean pay gap has widened from -5.74% in April 2024 to -11.13% in April 2025. This movement is principally attributable to bonus payments processed during the April 2025 pay period, which have been included within the ordinary pay calculation for this snapshot, disproportionately affecting the mean figures. The median pay gap, which is less sensitive to outlier payments, has narrowed from -5.71% to -1.45%, providing a more representative picture of pay distribution across the workforce.

It is also worth noting that, for the first time, this report includes our acquired company, Acorn Environmental Management Group, through which idverde delivers professional tree surgery.

Introduction from our Chief People Officer

Welcome to our 2025 Gender Pay Gap Report.

Our analysis for the April 2025 snapshot reveals a mean gender pay gap of -11.13%, representing a widening from the -5.74% reported in April 2024. Whilst this movement may appear significant, it is important to contextualise the figure: contractual bonus payments processed in the April 2025 pay period have had a material impact on the mean calculation. The median gender pay gap — which is less susceptible to the distorting effect of outlier values — tells a different story, narrowing from -5.71% to -1.45%, indicating that the underlying pay distribution across the organisation has continued to improve.

The primary factors contributing to our current gender pay gap remain consistent with prior years:

- Most of our hourly-paid operative colleagues are male, reflecting the demographic profile of the grounds maintenance sector.
- Women remain underrepresented in senior leadership positions, with just one of our Executive Team being female.
- Differences in bonus eligibility and allocation between genders continue to influence both the pay and bonus gap figures.
- The impact of career breaks and part-time working arrangements on career progression and pay.

We take these findings seriously. While a negative pay gap demonstrates that our female colleagues are, on average, paid more per hour than their male counterparts — largely reflecting their concentration in higher-value salaried roles — we are acutely aware that true gender equity requires balanced representation at all levels of the organisation, and particularly within our operative workforce.

We are continuing to drive equity and inclusion across all roles and at every level of idverde. This includes our ongoing work through the Thrive28 strategy, our investment in the Thrive Care Hub and our commitment to the principles of Equity, Diversity, Inclusion and Belonging (EDIB). We will continue to monitor progress, adjust our strategies and accelerate meaningful, lasting change — making idverde an employer of choice for colleagues of all genders.



Amanda Capon

Chief People Officer, idverde UK

About idverde UK

Our Organisation

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, high-quality solutions tailored to each project's unique challenges.

Our services range from professional open space management and biodiversity management to landscape design and build, grounds maintenance, tree surgery, outdoor facilities management, waterways and traffic management. With approximately 3,000 colleagues across more than 120 locations, we are a large, geographically dispersed organisation with a workforce profile that is characteristic of the grounds maintenance sector.

Organisational Context and Workforce Profile

The nature of our business shapes our workforce profile significantly. Most of our colleagues are hourly-paid Grounds Maintenance and Landscape Operatives — a category that is predominantly male, reflecting both the historic demographic profile of the grounds maintenance and horticulture sector, and wider societal patterns of occupational segregation in outdoor, physical roles.

This is further pronounced during our peak season (March to October), when we hire a seasonal workforce to support the demands of Spring and Summer operations. This seasonal recruitment pattern increases the proportion of male hourly-paid colleagues within our full-pay relevant employee data at the April snapshot date.

The higher proportion of our female colleagues work in salaried support functions and management positions. At the snapshot date of 5 April 2025, female colleagues represented 11.0% of our full-pay relevant employee population (302 out of 2,743 colleagues).

We are aware of the higher male application rate for our operative roles and continue to focus on attracting greater diversity into these positions. We have identified specialist recruitment partners to provide a dedicated attraction and selection process focused on recruiting high-calibre, talented and diverse candidates into idverde UK.

We remain committed to equity and inclusion for all teams across the entirety of the business, and our EDIB agenda is central to our Thrive28 People Strategy.

Understanding the Gender Pay Gap

What is the Gender Pay Gap?

The gender pay gap is calculated as the difference between the average hourly earnings (excluding overtime) of men and women, expressed as a proportion of men's average hourly earnings. It is a measure of the difference in the average pay of men and women across an organisation — it is not a measure of equal pay for equal work.

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

Under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, all UK employers with 250 or more employees are required to publish six calculations annually. idverde UK is committed to full transparency in reporting these figures.

The Six Statutory Calculations

Mean Pay Gap	Median Pay Gap	Pay Quartiles
Calculated by adding together all hourly pay figures and dividing by the total number of colleagues, separately for men and women. The gap is expressed as a percentage of the male mean.	Calculated by ranking every colleague's hourly pay from lowest to highest and identifying the middle value for men and women separately. Less affected by very high or very low pay.	The workforce is divided into four equal quartile bands — Lower, Lower Middle, Upper Middle and Upper — showing the proportion of men and women in each band.
Mean Bonus Gap	Median Bonus Gap	Bonus Receipt
The difference in mean bonus pay received by men and women, expressed as a percentage of the male mean bonus.	The difference in median bonus pay received by men and women, expressed as a percentage of the male median bonus.	The proportion of men and women who received bonus pay in the 12 months preceding the snapshot date.

Our Results

Gender Pay Gap — Hourly Pay

Measure	April 2025	April 2024
Mean (average) hourly pay gap	-11.13%	-5.74%
Median hourly pay gap	-1.45%	-5.71%
Mean hourly rate — Male	£15.64	£14.64
Mean hourly rate — Female	£17.38	£15.48
Median hourly rate — Male	£13.71	£12.44
Median hourly rate — Female	£13.91	£13.15

A negative figure indicates that women earn more than men on average. The mean gap has been affected by bonus payments processed during the April 2025 pay period.

Pay Quartiles

The table below shows the proportion of male and female colleagues within each of the four equal pay quartile bands, from the lowest-paid 25% of colleagues (Lower Quartile) to the highest-paid 25% (Upper Quartile).

Pay Quartile	April 2025 — Female	April 2025 — Male	Change from 2024
Upper Quartile (highest paid 25%)	13.25%	86.75%	▼ from 14.43%
Upper-Middle Quartile	11.39%	88.61%	▼ from 12.96%
Lower-Middle Quartile	9.48%	90.52%	▼ from 9.57%
Lower Quartile (lowest paid 25%)	9.93%	90.07%	▲ from 8.55%

Female representation across all four pay quartiles remains consistently low, ranging from 9.48% in the Lower-Middle Quartile to 13.25% in the Upper Quartile. This reflects the overall female representation within our workforce (11.0%) and confirms that women are distributed proportionally, and in some quartiles over-proportionally, across the pay range relative to their overall workforce share.

It is notable that female representation in the Upper Quartile (13.25%) is slightly above the overall workforce average for female colleagues (11.0%), reflecting the higher concentration of salaried female colleagues in management and professional roles.

Gender Bonus Gap

The figures below cover bonus pay received in the 12 months preceding the snapshot date of 5 April 2025.

Measure	April 2025	April 2024	Direction of Travel
Mean bonus pay — Male	£7,117.75	£3,241.55	↑
Mean bonus pay — Female	£6,339.80	£4,743.09	↑
Mean gender bonus gap	10.93%	-46.32%	Reversed
Median bonus pay — Male	£623.09	£250.00	↑
Median bonus pay — Female	£1,192.25	£1,625.00	↓
Median gender bonus gap	-91.34%	-550%	Narrowed
% of men receiving a bonus	23.02%	5.06%	↑
% of women receiving a bonus	34.44%	15.08%	↑

The mean bonus gap has reversed in 2025, with male colleagues now receiving a higher mean bonus (£7,117.75 versus £6,339.80), resulting in a positive gap of 10.93%. This is in contrast to 2024, when female colleagues received higher mean bonuses on average (-46.32%). This year-on-year change is primarily attributable to the significant bonus payments made to senior male colleagues during the April 2025 pay period, which have materially influenced the mean calculation.

The median bonus gap continues to favour female colleagues (-91.34%), meaning the median female bonus remains almost double the median male bonus. This reflects the higher proportion of female colleagues in salaried roles with formal bonus schemes, whilst many male colleagues — particularly those in hourly-paid operative roles — receive smaller, discretionary recognition payments.

Both the proportion of men and women receiving bonuses has increased significantly compared to 2024, which is a positive reflection of the broadening of bonus and recognition schemes across the organisation during 2024–25.

Understanding Our Results

Our results must be understood in the context of the structure of our workforce and the nature of our business. The key driver of our gender pay and bonus gap figures — and the reason those figures are negative (i.e. women earn more on average than men) — is the significant imbalance in the gender composition of our hourly-paid operative workforce compared to our salaried workforce.

Workforce Composition

- At the snapshot date of 5 April 2025, 89.0% of our full-pay relevant employees were male (2,441 colleagues) and 11.0% were female (302 colleagues).
- Most of our male colleagues are employed as hourly-paid Grounds Maintenance Operatives, earning at or close to the National Living Wage rate of £12.21 per hour.
- Many of our female colleagues are employed in salaried support functions, management and professional roles, which carry higher hourly equivalent rates.
- This structural imbalance — rather than unequal pay for equal work — is the primary driver of our gender pay gap figures.

Impact of the April 2025 Bonus Payments

A specific factor affecting this year's reporting is the processing of significant bonus payments during the April 2025 pay period. Under the statutory reporting regulations, bonuses paid during the pay period in which the snapshot date falls are included within the ordinary pay calculation used to compute the mean and median hourly rates. Contractual bonus payments to senior colleagues during this period have had a disproportionate effect on the mean pay gap, widening it from -5.74% to -11.13%.

The median pay gap — which is more robust to the influence of outlier values — has narrowed from -5.71% to -1.45% and is considered a more representative indicator of the underlying pay distribution.

Equal Pay

idverde UK is committed to equal pay for equal work. Our gender pay gap figures do not indicate unequal pay between men and women for like roles. Colleagues performing the same or equivalent roles are paid equitably, regardless of gender. We continue to review our pay structures, job evaluation processes and remuneration frameworks to ensure this remains the case.

What We Are Doing — Our Commitments

idverde UK is committed to making meaningful, sustained progress on gender equity and broader diversity, equity, inclusion and belonging (EDIB). The following summarises our key actions and commitments.

Attracting and Retaining a Diverse Workforce

- Partnering with specialist recruitment providers to attract a more diverse pipeline of candidates into operative and field-based roles, where female representation is lowest.
- Reviewing our job advertisements, person specifications and selection processes to remove barriers to gender-diverse applicants.
- Actively promoting flexible and part-time working arrangements across all roles to support greater workforce participation from underrepresented groups.

Developing and Progressing Female Talent

- Implementing our Career Framework, including development pathways that support the progression of female colleagues into senior and leadership positions.
- Expanding our mentoring programme to provide tailored support for female colleagues with leadership aspirations.
- Embedding our Thrive28 People Strategy, which includes specific commitments to colleague development, recognition and career growth under the Thrive People pillar.

Pay and Reward

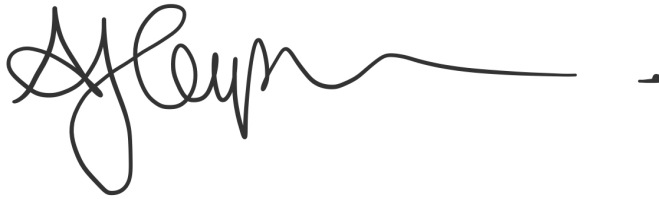
- Strengthening the governance and structure of our compensation and benefits frameworks to ensure consistency and equity across all roles and levels.
- Continuing to review bonus eligibility and allocation processes to reduce structural disparities between hourly-paid and salaried colleague groups.
- Ensuring full compliance with Equal Pay legislation and maintaining our commitment to equal pay for equal work.

Culture, Inclusion and Belonging

- Embedding the Thrive Care Hub, our colleague health and wellbeing platform, to ensure all colleagues have access to support that enables them to perform at their best.
- Fully embedding Thrive Connect, our colleague communications platform, to ensure every colleague has access to timely and relevant business information regardless of their role or location.
- Continuing to align all people practices and policies with the Employment Rights Act 2025 as it comes into force.
- Sustaining our commitment to Equity, Diversity, Inclusion and Belonging as a core strategic priority, building on our nomination for the Pro Landscaper Business Awards Diversity and Inclusion Strategy Award in 2025.

Declaration

We confirm that idverde UK's gender pay gap calculations are accurate and have been carried out in accordance with the requirements and methodology set out in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



Amanda Capon, Chief People Officer, idverde UK

Date: 30 March 2026

This report has been prepared in accordance with The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 and will be published on idverde UK's website and the UK Government's gender pay gap reporting service.