

Gender Pay Gap Report

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: 2743

Snapshot Date: 5th April 2025

Reporting Period: 1 April – 30 April 2025

Leadership Statement

These results continue to show how we are progressing on our long-term journey for gender equity. 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 £ 1.01 for every £1 that men earned (comparing median hourly pay)
- Women made up 13.25% of employees in the highest paid quarter, and 9.93% of employees in the lowest paid quarter
- 34.44% of women received bonus pay, compared with 23.02% of men
- Women's bonus pay was 10.93% higher than men's (comparing mean bonus pay)

Pay Quartiles by Gender

Quartile	Men	Women
Upper Hourly Pay	86.75%	13.25%
Upper Middle Hourly Pay	88.61%	11.39%
Lower Middle Hourly Pay	90.52%	9.48%
Lower Hourly Pay	90.07%	9.93%

Gender Pay Gap Overview

Mean gender pay gap in hourly pay as a percentage of men's pay	-11.13%
Median gender pay gap in hourly pay as a percentage of men's pay	-1.45%

Gender Bonus Pay Gap

Bonus Pay	Men	Women	Pay Gap
Mean Gender Bonus Pay Gap	£7117.75	£6339.80	10.9%
Median Gender Bonus Pay Gap	£623.09	£1192.50	-91.30%

Proportion of Men and Women Receiving Bonuses

Men	Women
23.02%	34.44%

Additional Information (if applicable)

Actions Taken or Planned to Address the Gender Pay Gap:

In 2024, we set out our 3 year plan and are proud of what we've achieved in the first two years, 2024 and 2025. We will continue to work on the same action points, but 2026 will be focusing on embedding these new ways of working.

- Inclusive Recruitment – in 2024 and 2025, we committed to focus on our recruitment activities, with the aim of reducing unconscious bias, broadening our talent pools and ensuring a strong candidate experience. We are starting to see improvements in our recruitment process as per manager and candidate feedback, successful recruitment in historically hard-to-fill areas, and advocating for more diversity. 2026 will be a year to continue to embed this new way of working.
- Compensation and Benefits Governance – in 2024 and 2025, 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, as well as a robust governance framework for bonuses and pay reviews. We have also reviewed our benefits and have introduced additional family-friendly leave options. In 2026, we will continue to roll out the grading structure and will review the rest of our benefits offerings.
- Creating an Inclusive Culture – in 2024 and 2025, we launched a colleague engagement survey and have been focusing on the feedback from this feedback. 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 2026, we will continue to work on the feedback received from the colleague engagement surveys and continue to embed the new Thrive Connect platform and Thrive Care Hub.

Any Relevant Disclaimers or Considerations:

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: Amanda Capon, Chief People Officer.

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Declaration

I can confirm that this report presents a comprehensive analysis of our organisation's gender pay gap data for the 2024-2025 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

Summary Table

Category	Men	Women	Pay Gap
Hourly Pay - Mean	£15.64	£17.38	-11.13%
Hourly Pay - Median	£13.71	£13.91	-1.45%
Bonus Pay - Mean	£7117.75	£6339.80	10.9%
Bonus Pay - Median	£623.09	£1192.25	-91.3%
Lower Hourly Pay Quartile	90.07%	9.93%	
Lower Middle Hourly Pay Quartile	90.52%	9.48%	
Upper Middle Hourly Pay Quartile	88.61%	11.39%	
Upper Hourly Pay Quartile	86.75%	13.25%	
Bonus Percentage	23.60%	34.44%	