



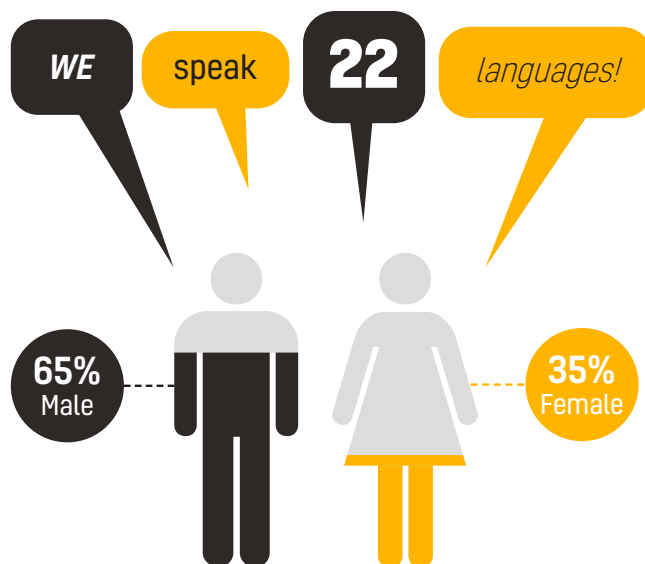
At EnviroVent we are passionate about opportunities for all and are proud of the diverse and inclusive working environment we have created. This passion is driven and lead from the top. On our board of directors, we have three nationalities and the board is made up of four females and three males. Three of our female and one of our male Directors work part time.



We are proud of our commitments to the development of all our employees and specifically the commitment we have made to all of our employees to have the opportunity to be coached by 2024. In addition to this we have launched our people strategy and have conducted during 2019 a full review of our reward and benefits and made significant improvements across the organization.

Our Workforce

Within our workforce we have 15 nationalities and we speak 22 different languages; our workforce is made up of 65% male and 35% female [05 April 2019].



Gender Pay Reporting – An Overview

Gender pay gap reporting is a relatively new annual requirement for organisations with 250 employees or more. Compared to 2018 we are pleased to announced that our overall gender pay gap has decreased:

We are required to report annually on six different measures:

- **Mean gender pay gap:** The difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full- pay relevant employees
- **Median gender pay gap:** The difference between the median hourly rate of pay of male full-pay relevant employees and that of female full- pay relevant employees
- **Mean bonus gap:** The difference between the mean bonus pay paid to male relevant employees and that paid to female relevant employees
- **Median bonus gap:** The difference between the median bonus pay paid to male relevant employees and that paid to female relevant employees
- **Bonus proportions:** The proportions of male and female relevant employees who were paid bonus pay during the relevant period
- **Quartile pay bands:** The proportions of male and female full – pay relevant employees in the lower, lower middle, upper middle and upper quartile pay bands



It is important to note that this is different to the requirement to pay men and women equal pay for equal work. **We are confident we pay men and women equally for doing like-for-like work.** Gender pay reporting shows the difference between the average earnings of men and women across the organisation as a whole. The data must be published on our website and the report shows us how large the pay gap is between our male and female employees.

The reporting takes a snapshot at a point in time, it is important to note that pay gaps can fluctuate from month to month and across pay quartiles depending on changes to headcount.

Our Data

Mean and Median Gender Pay Gap

The mean average hourly wage paid to women at EnviroVent is **25%** lower than the average hourly wage paid to men.

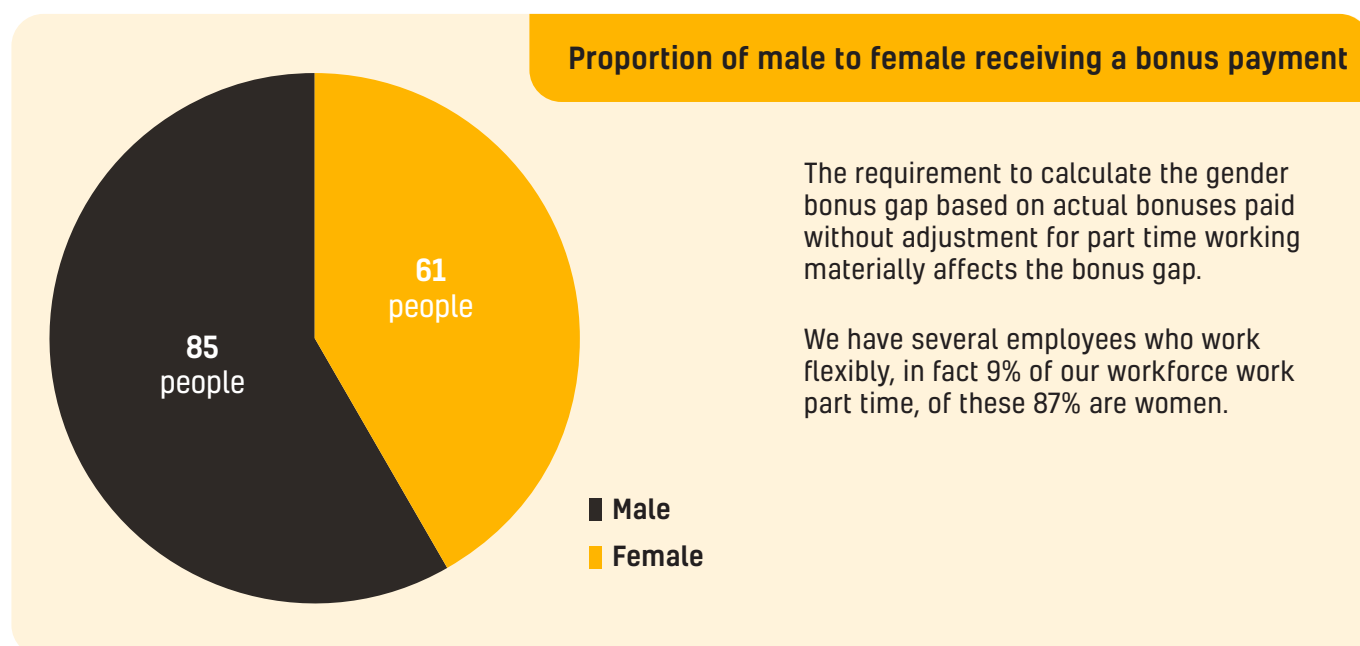
The median average hourly wage paid to women at EnviroVent is **32%** lower than the median average hourly wage paid to men.

Bonus Pay Gap

A bonus/commission payment is awarded in several departments, in addition to this long service awards and cash vouchers for good performance are considered as bonus payments under the Gender Pay Gap reporting criteria.

Across each of the divisions where a bonus payment is applicable the same eligibility rules to all colleagues.

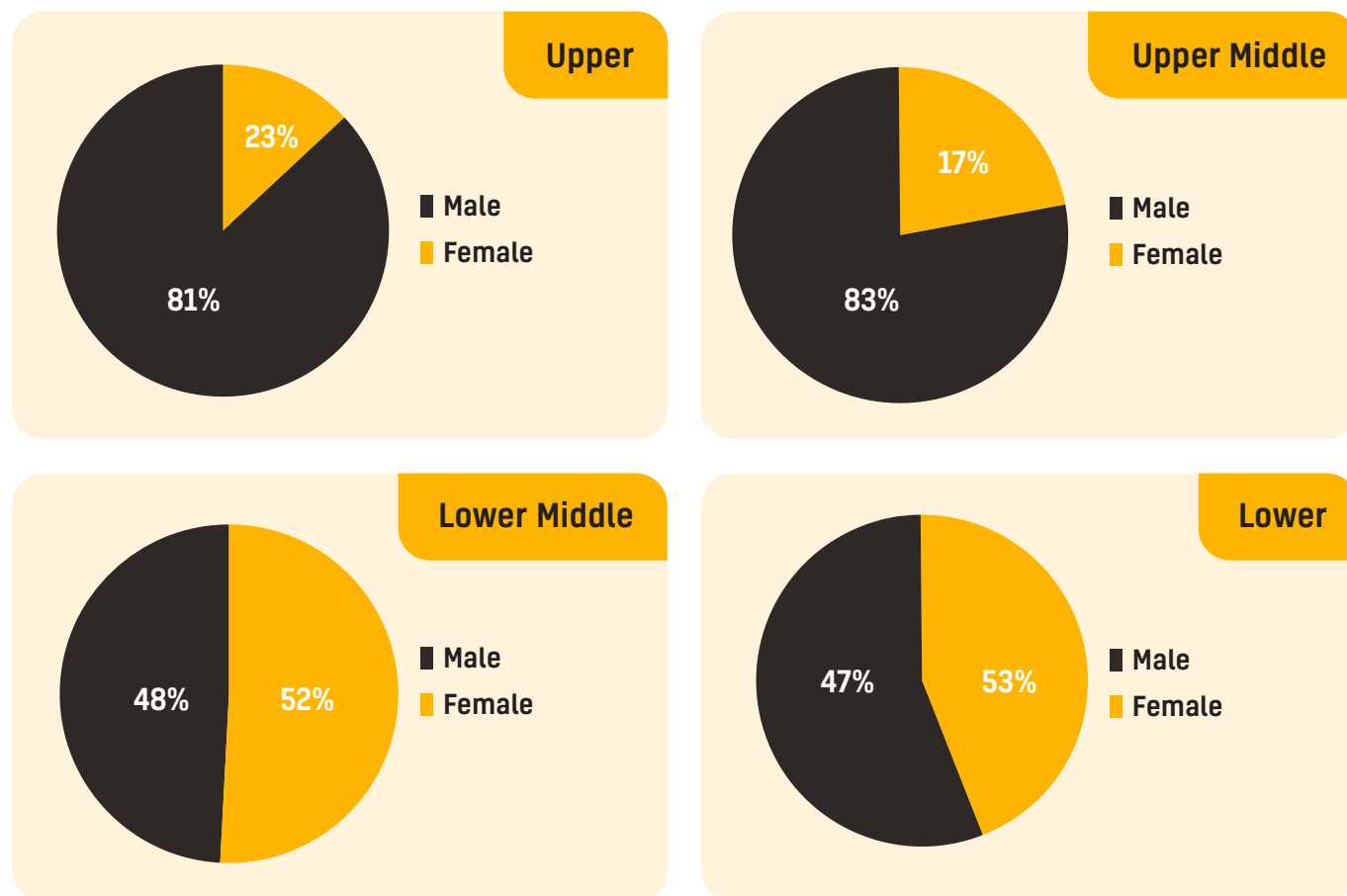
| | Mean difference between men and women | Median difference between men and women |
|------------|---------------------------------------|---|
| Bonus Paid | 63% | 65% |





Quartile Split

As part of gender pay gap reporting we split colleagues in to four groups 'quartiles' by hourly rate.



At Envirovent our gender pay gap is not caused by unequal pay for women but by the impact of a higher percentage of men undertaking Sales and Installer positions where market rate dictates higher salaries and performance is measured in a quantitate way which means a bonus related reward scheme.

We are confident that men and women are paid equally for doing equivalent jobs across our business. However, we are keen to ensure that all of our roles are attractive to as wide a pool as possible internally and externally and will address this through the ambitions in our people strategy.

I confirm that the gender pay gap information provided in this report is accurate.

Signed: **Shauna Purdey** [HR Director]

