

nature's service partner



UK GENDER PAY GAP STATEMENT 2021

Published March 2022



INTEGRITY



PRIDE



RESPECT

Introduction

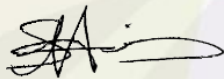
Thank you for taking the time to read our Gender Pay Gap report for 2021.

We have continued with another successful year, working hard to deliver services through the ongoing challenges the global pandemic and other geopolitical issues have created.

It is right to start by thanking all our colleagues for their commitment and support to drive and maintain the delivery and high standard of service to our customers and for supporting each other with the integrity, pride and respect we share in our core values. The kindness of people and going the extra mile, far outweighs the negatives we are faced with from time to time.

Nurture Landscapes, Gavin Jones, along with the recent acquisition of Rokill, are associated companies of Nurture Landscapes Group. We are only required to report on each entity with 250 employees or more, in compliance with the Equality Act 2010 and Gender Pay Gap Regulations 2017.

The health and safety of our colleagues and those we serve will always remain our highest priority. However, we are centrally committed as a Group to creating a diverse and inclusive workplace, treating everyone equally, regardless of their background.



Head of People at Nurture Landscapes Group
Simon Harrison



What is the Gender Pay Gap?

Since **April 2017**, employers with **250** or more employees are required to submit information on their gender pay gap.

The gender pay gap is the difference in the average earnings between all men and women in the Company. It is the difference to equal pay, which is about the difference in actual earnings of men and women doing equal work.

The pay gap is reported in the following ways:

- the mean and median gender pay gaps
- the mean and median gender bonus gaps
- the proportion of men and women who received bonuses
- the proportion of men and women according to quartile pay bands

The mean gender pay gap is the difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees.

The median gender pay gap is the difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees.

The ONS recorded that among all employees, the gender pay gap increased to 15.4%, from 14.9% in 2020, but is still down from 17.4% in 2019.

Nurture Landscapes Limited Results

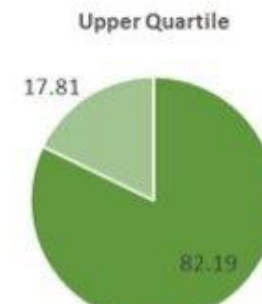
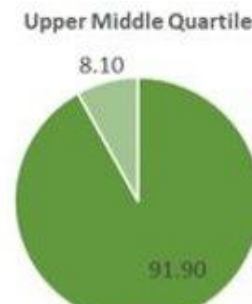
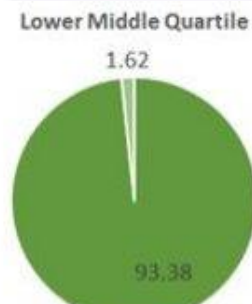
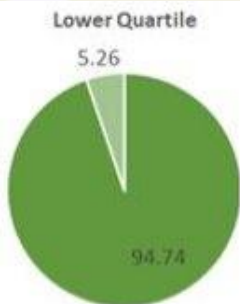
Statement:

- Our median and mean results are higher because we have more highly paid female colleagues in management positions.
- The business continues to be weighted in lower paid roles for male colleagues, reflective of high retention and a continued dominance of male applicants in the Grounds Maintenance operative side of the business.
- No bonuses were not paid in the 2020 or 2021 periods as a result and impact of the pandemic, however, retained all colleagues throughout and any redundancies have been as a result of completed contracts etc.

Proportions of male and female pay and bonus gaps

	Mean		Median	
	2020	2021	2020	2021
Pay Gap	-12.7%	-15.5%	-25.5%	-26.2%
Bonus Gap	N/A	N/A	N/A	N/A

N.B. A negative figure means that female results are higher than male results. A positive figure means that male results are higher than female results.



Gavin Jones Limited Results

Statement:

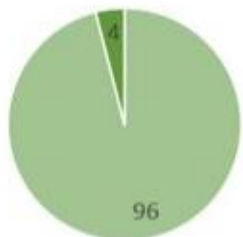
- 5.6% of Gavin Jones staff are female which we acknowledge as a low percentage.
- There is a very low difference in real terms in the median outcome.
- The mean percentage demonstrates that we have retained our committed teams, while at the same time looking to the future to encourage more female skilled colleagues to join the team.
- No bonuses were paid in the years reporting .

Proportions of male and female pay and bonus gaps

	Mean		Median	
	2020	2021	2020	2021
Pay Gap	11.1%	8.2%	3.6%	-1.2%
Bonus Gap	N/A	N/A	N/A	N/A

N.B. A negative figure means that female results are higher than male results. A positive figure means that male results are higher than female results.

Lower Quartile



Lower Middle Quartile



Upper Middle Quartile



Upper Quartile



How we're closing the gap across the organisation

- Designing and developing strategies that will attract and empower our female colleagues and future candidates.
- Provide management mentoring and leadership opportunities for female career development.
- Boost our apprenticeship programme to optimise formal qualification pathways.
- Review reward and benefits structures to develop an equitable EVP.
- Keep reviewing and monitoring all our policies and procedures to ensure they are as inclusive and support our values and family ethos.

