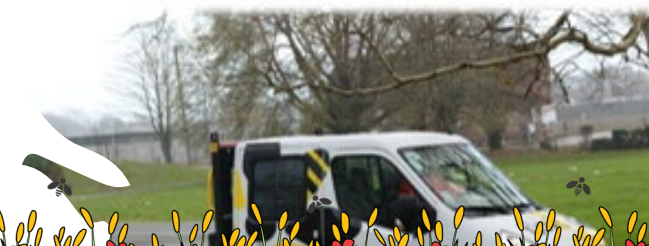




tivoli

Gender Pay Gap Report

2023



Introduction



Tivoli is a leading UK independent grounds maintenance provider, **Growing Together** with our people and our customers and **Bringing the UK Landscape to Life**.

Our teams are empowered and passionate about placing people and our communities at the centre of everything we do, whilst they protect and regenerate the environment.

In return our people have exciting roles and careers, are rewarded and recognised for their great work and we are building a real culture of equity, diversity, inclusion and belonging.

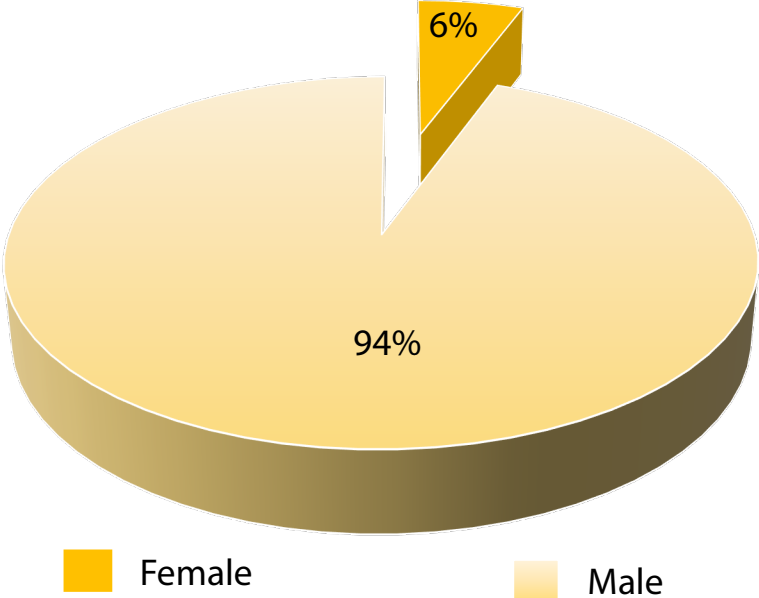
Aligned to this we are now pleased to share our gender pay gap report for 2023, which summarises the difference between pay and bonuses for our female and male employees, including the following:

1. Proportion of males and females in each pay quartile
2. Mean & median gender pay gap analysis
3. Mean & median gender bonus gap analysis
4. Proportion of males and females receiving a bonus

This report has been calculated using a “snapshot” of payroll information on the 5th April 2023, as required by The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



Our team



The majority of our team continue to be employed in grounds maintenance operational roles, with a small number of the team employed across a variety of other support functions.

Our gender analysis reflects the lower representation of females in grounds maintenance generally and is broadly typical of the wider grounds maintenance sector.

However, since our last published report, the number of females employed within the business has grown by 20%, which has increased our female percentage to 6%.

Whilst this has also positively impacted our wider annual pay gap analysis, as the following pages highlight, there is still more to do.

To address this Tivoli has now implemented a strategic project to further increase diversity, equity, inclusion and belonging across the business in all roles during 2024.

Dedicated To Developing And Growing Our Employees



Our team by quartile

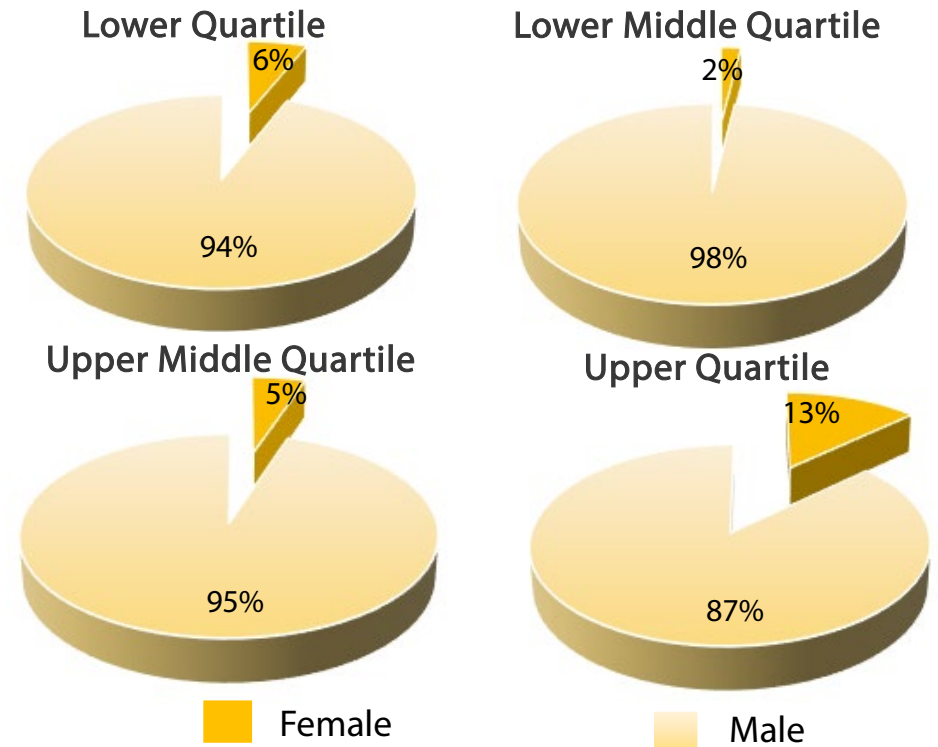
The number of females in the upper quartile remains higher than in other quartiles and has not changed since our last published report.

However, the number of females has increased in all other quartiles as follows:

- 2% in the upper middle quarter
- 1% in the lower middle quarter
- 2% in the lower quartile.

The above improvements to our gender profile are particularly pleasing as many of these uplifts are within our grounds maintenance operational teams.

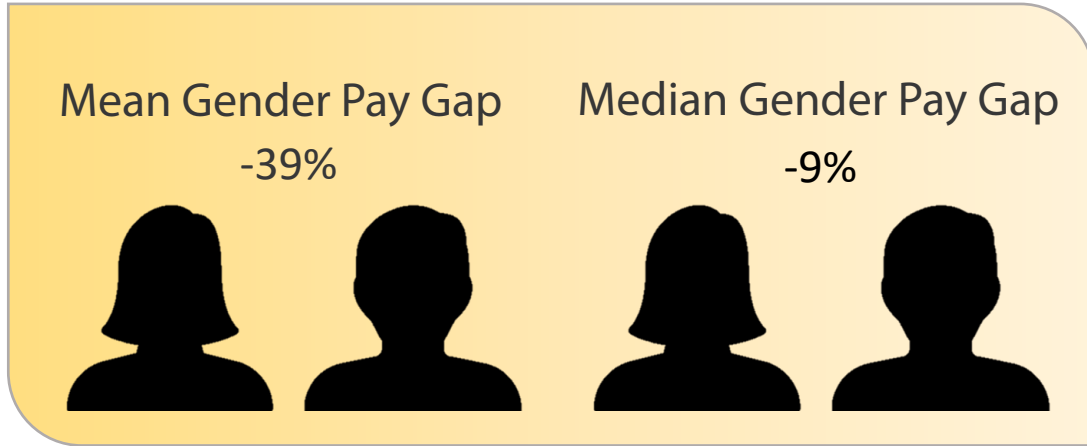
This reflects the work undertaken since our last report to encourage more females to consider grounds maintenance as a career.



Innovative, Accountable, Passionate



Gender pay gap



Mean = average pay

Median = mid-point of pay

The gender pay gap is the difference in the hourly rate (excluding overtime) paid to men and women, shown as a percentage.

Since our last report, there has been a reduction of 9% in our negative mean gender pay gap, showing females now receiving only 39% more than males.

There has also been a reduction of 11% in our negative mean gender pay gap, showing females now receiving only 9% more than males.

This disparity continues to reflect our relatively small number of females, but the increase of females in the upper and lower middle quartiles has created progress.

Our aim in 2024, as part of our strategic project, will be to continue to reduce this negative pay gap by enhancing diversity across all roles and quartiles.



Bonus pay gap

The bonus pay gap is the difference between the bonus paid to men and women, shown as a percentage.

Since our last report, there has been a reduction of 10% in our negative mean gender bonus gap, showing females now receiving only 21% more than males.

This median bonus pay gap remains at 0%, reflecting the small number of employees enrolled in our bonus schemes.

Mean Bonus Pay Gap

-21%



Median Bonus Pay Gap

0%



Bonus Payments

5%

10%



The number of females receiving a bonus v male colleagues remains as reported last year with no positive or negative movements for either group.

This lack of movement, despite the other areas of progress, reflects the lack of any change in the percentage of females in the upper quartile since our last published report.

Closing the gap on our bonus disparity will form part of our strategic project in 2024, enhancing diversity across all roles and quartiles.

Mean = average pay

Median = mid-point of pay

Committed To Effective Delivery
And Sustainable Growth

