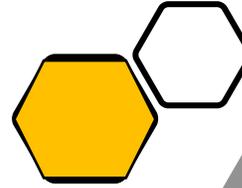


Gender Pay Gap Report

2020



tivoli



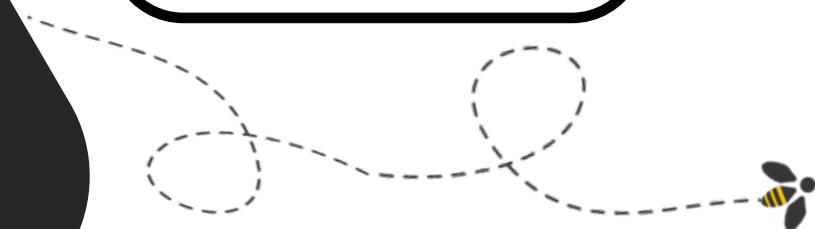
Introduction

Tivoli is the UK's leading independent grounds maintenance provider. Our aim is to be the employer of choice in our sector and believe that everyone should be rewarded and recognised fairly for their contribution and has equal access to opportunities for personal growth and development by creating an inclusive culture.

This is Tivoli's second year of reporting our Gender Pay Gap. The reports shows that the numbers are very similar to 2019, reflecting the challenges that our industry faces in making Grounds Maintenance a more attractive career prospect for women. We continue to focus our efforts on making Tivoli an inclusive, diverse and rewarding place for everyone. We have introduced a "skills-based pay" framework during 2021 which rewards people for the skills that they have and use, making it a more transparent, consistent and fair way of rewarding people. Equality and inclusion will form part of our strategic plans over the next 12 months to ensure we continue to make improvements.



Cathy Dawson
HR Director

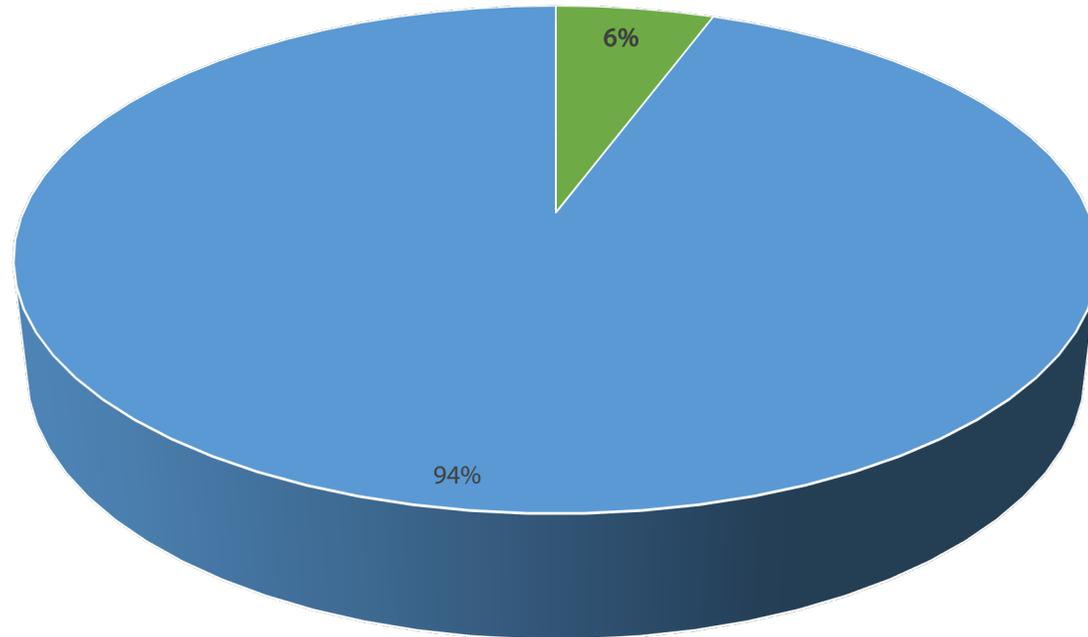


What is the Gender Pay Gap?

Under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, we are required to publish certain information in a consistent format. This includes the difference or 'gap' (as a percentage) in the mean and median pay of full-pay men and women; and bonus pay of men and women. We also need to publish the proportion of men and women who received bonus pay; and the proportion of full-pay men and women in each of four quartile pay bands. This information and commentary is provided in our report.



Total Employees at Snapshot Date
05.04.20



■ Female Percentage ■ Male Percentage

There is no year on year change to the percentage of men and women employed in Tivoli. The majority of our workforce are employed directly in grounds maintenance, hourly paid roles. These have traditionally been occupied by more males than females making our overall gender split typical of our industry.

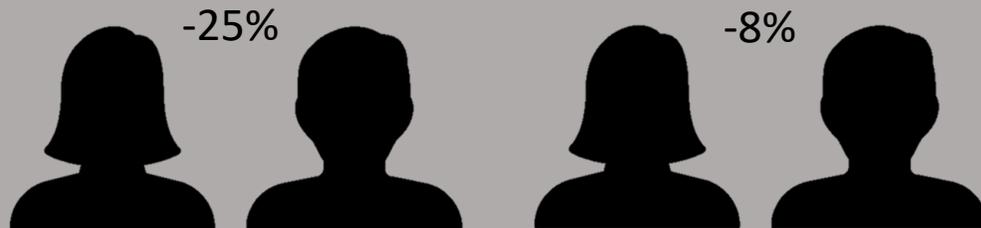


Our gender pay gap is significantly lower than the national average with a negative gender pay gap of -25%. This means that the mean and median hourly pay for females is higher than the same for males. The mean bonus pay gap is in favour of males due to the way bonus is defined within our internal systems, which is under review. The proportion of men and women receiving a bonus is similar.

Gender Pay Gap

Mean Gender Pay Gap

Median Gender Pay Gap



Bonus Pay Gap

Median Bonus Pay Gap

Mean Bonus Pay Gap

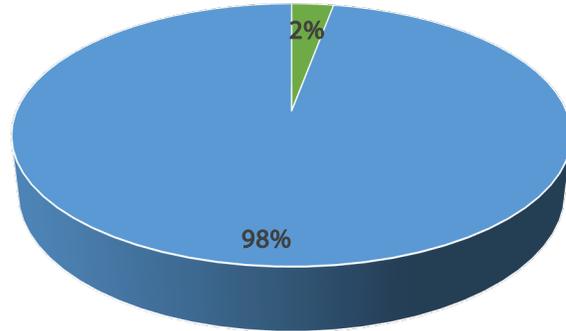


Percentage Receiving a Bonus

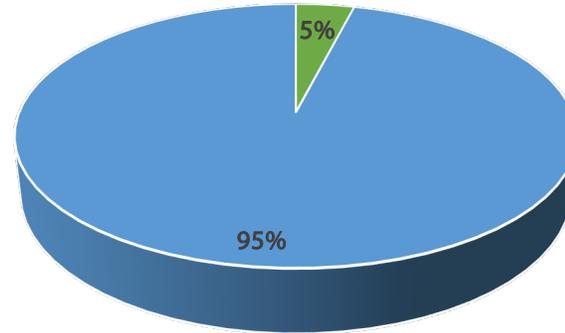


Pay Quartile Percentages

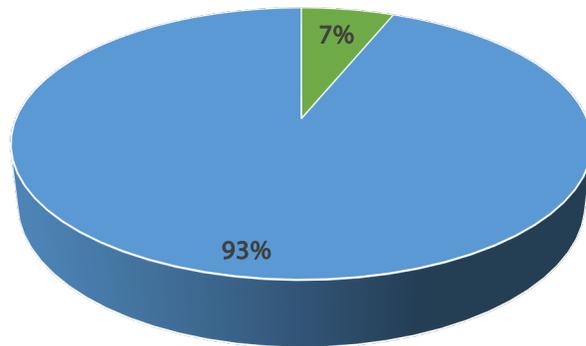
Lower Quartile



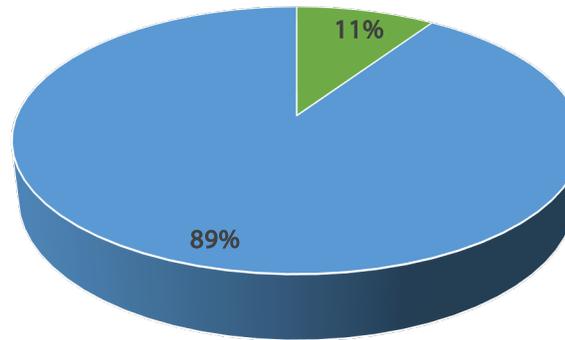
Lower Middle Quartile



Upper Middle Quartile



Upper Quartile



■ Female Percentage ■ Male Percentage

The overall split of males to females employed is 94% to 6%, and the pay quartile percentages also reflect this. The upper quartile is slightly higher due to more women in senior roles being paid at higher levels.