

Gender Pay Gap Report

2022/2023

Snapshot Date: 05/04/2022

evander

Company Statement

In line with our core values, Evander remains firmly committed to equality, diversity and dignity at work. We continue to recruit colleagues who have the skills, experience, and attributes to take our business forward in a sustainable way.

We strongly believe that by nurturing diverse and inclusive teams will have a positive impact on our products and services, better serve our customers, community stakeholders and help to create a Great Place to Work for our employees.

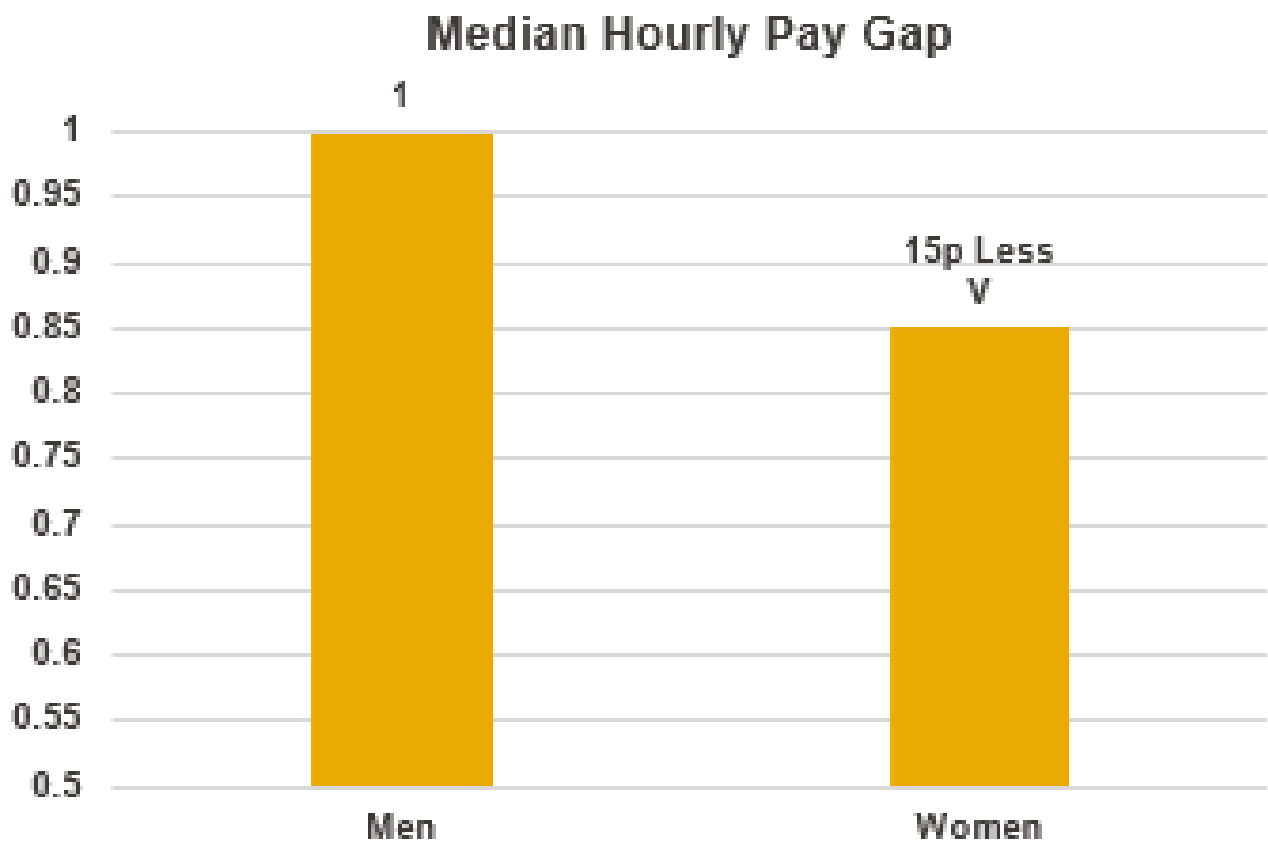
We recognise that we have opportunity to increase the number of female employees in all areas and functions of our business, and our recruitment and employee proposition strategy is setup to achieve this.

We confirm that the Gender pay Information provided for Evander is accurate.

Hourly Pay Gap

Women earn 15p less for every £1 that men earn, when comparing median hourly pay.
Their median hourly pay is 15% lower than men's.

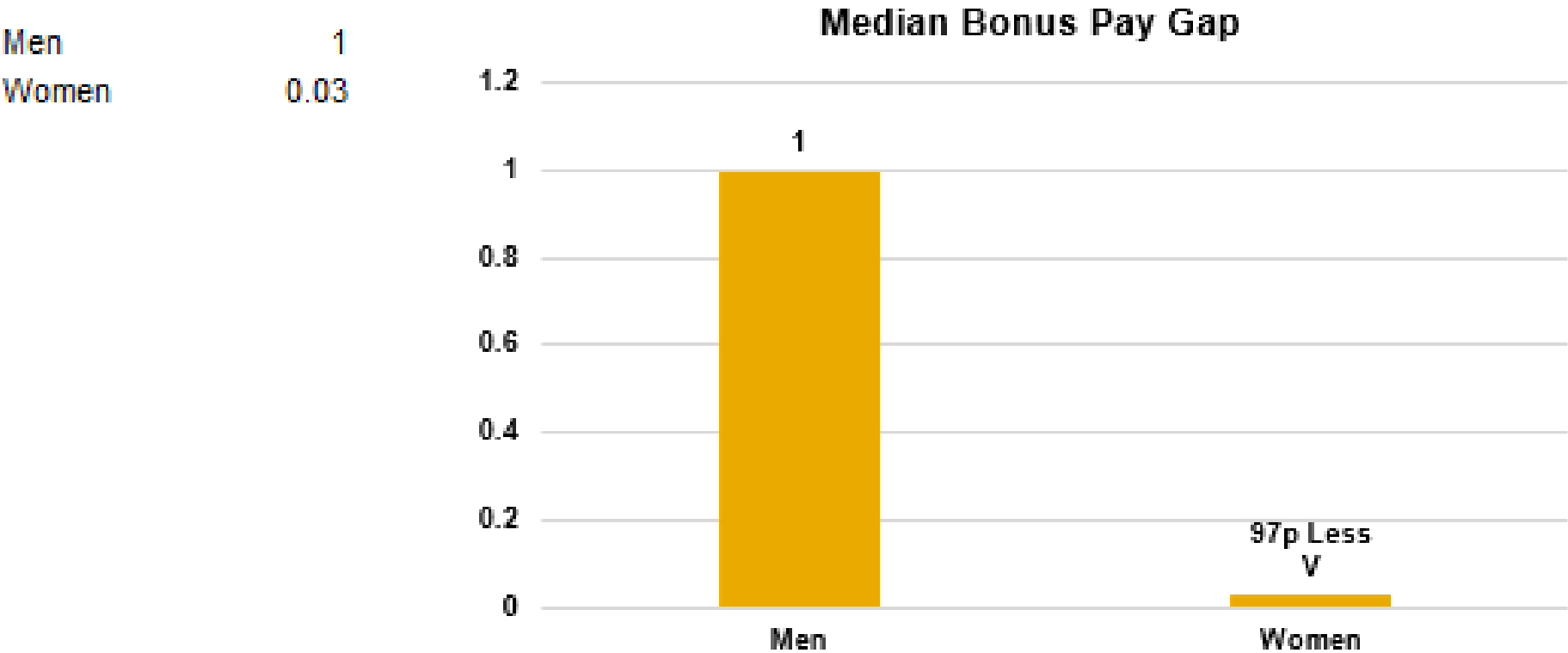
Men	1
Women	0.85



When comparing mean (average) hourly pay, women's mean hourly pay is 9.4% lower than men's.

Bonus Pay Gap

Women earn 3p for every £1 that men earn when comparing median bonus pay.
Their median bonus pay is 97% lower than men's.



When comparing mean (average) bonus pay, women's mean (average) bonus pay is 94.4% lower than men's.
64.8% of men received bonus pay, 17.2% of women received bonus pay.

Pay Quartiles

Women occupy 20% of the highest paid jobs and 32% of the lowest paid jobs.

Quartile	Gender	%
Lower	Male	68.0
Lower	Female	32.0
Lower Middle	Male	70.0
Lower Middle	Female	30.0
Upper Middle	Male	90.0
Upper Middle	Female	10.0
Upper	Male	80.0
Upper	Female	20.0

