

Evolve Facility Services Ltd – Gender Pay Gap Report 2022

Evolve, as part of 'The Riverside Group', are committed to supporting and promoting equality, diversity and inclusion. We care passionately about our people and creating an environment where colleagues can realise their potential, regardless of their gender or any other characteristic.

Evolve strive to achieve customer excellence by providing an effective and efficient maintenance and repairs service to all Riverside customers, no matter where they live and our ambition is that Evolve colleagues will truly reflect our customers and the communities we serve.

Our Ways of Working and pay structures ensure all of our colleagues are paid equally for the work they do. However we are conscious that we operate in a male dominated industry and it is vital that our strategies and practices positively encourage females to enter the workplace and that once engaged, we positively promote equality of opportunity and development to all of our colleagues irrespective of gender.

What does our Gender Pay data tell us?

Our Gender Pay Gap is 10.4% (mean) and shows a median rate of 19.3%. This is a positive decrease when compared to our 2021 snapshot data of 12.8% (mean) and 21.7% (median). This year Evolve have very much focused on positively promoting the career journeys of our females both on the frontline and in senior roles on our internal and external communications channels. This has enabled us to break down stereotypes/barriers and to raise our profile, highlighting our continuing commitment to equality, diversity and inclusion. We have also widened our recruitment platforms to allow us to reach a wider target audience to support the recruitment of more females into the business.

Our mean Gender Pay Gap for bonuses is 49.7% which is a small decrease from 51.6% in 2021. Our median Gender Pay Gap for bonuses is 0% (no change from 2021).

GAP	Mean	Median
Pay £	10.4%	19.3%
Bonus	49.7%	0%

The make-up of our workforce is 531 males (84%) and 99 females (16%).



Pay quartiles

How are we doing?

We are proud of the progress we have made, this includes:

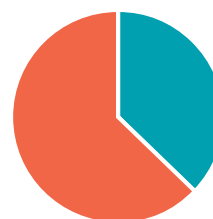
- Maintaining our overall proportion of females in the workplace at 16% (10% in 2017, 12% in 2018, 15% in 2019 / 2020 increasing to 16% in 2021).
- Maintaining our representation of females in upper quartile positions at 10%. This has steadily increased from very low levels in 2018 (4%).
- Our commitment to the group's 'Our Riverside' family friendly offering which is supporting recruitment and retention of female colleagues in the business.
- Focusing our internal and external communications on the many success stories of females in our business to attract more females to the business and to promote equality of opportunity.

We will continue to focus on improving:

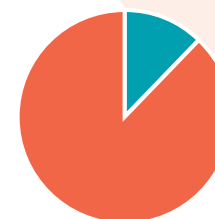
- The representation of females in upper quartile positions.
- Attracting females to front line trade roles within the business that are traditionally occupied by more males both within the industry and within Evolve.

We are confident that our Gender Pay Gap is not a pay issue and is more closely aligned to the high proportion of males across our workforce (84% male / 16% female).

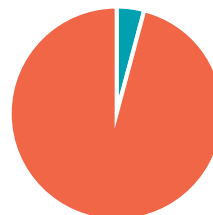
Q1 – Lower quartile
Male 63% Female 37%



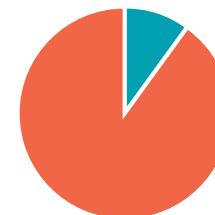
Q2 – Lower middle
Male 88% Female 12%



Q3 – Upper middle
Male 96% Female 4%



Q4 – Upper quartile
Male 90% Female 10%



How we will continue to make a difference

We recognise we do have a Gender Pay Gap and there is more we can do to make sure our colleagues are able to realise their full potential.



Attracting, promoting and retaining talent

We will continue to develop our talent acquisition strategies for attracting and promoting careers for all genders.



Our Riverside Deal (the benefits and rewards we offer)

We will explore our gender pay gap results across all areas of our business in relation to areas such as reward and benefits packages, recruitment and progression. Making sure we develop and promote the rewards and benefits we offer consistently and fairly.



Increasing inclusivity and leading the way

We will equip and educate our employees and managers through various methods including training and development; as well as the consistent application and embedding of our values, so that we can continue to foster our inclusive ways of working. We will also look to ensure our colleagues have equal access to development opportunities.

Neil O'Halloran
Director