

Everwarm Gender Pay Report 2021

Our Gender Pay Results

We have intentionally kept the Reports succinct for this reporting year given the unprecedented national circumstance of the coronavirus pandemic which brought a plethora of challenges not just to the Sureserve Group, but to all workplaces.

In adherence to the reporting guidelines, those employees who have been on furlough leave are exempt from this particular report.

The charts below demonstrate the overall median and mean gender pay gap which accounts for those employed on the 'snapshot date' of 5th April 2020. The bonus gap is based on bonuses paid in the 12 months prior to 5th April 2020.



Mean pay gap

Median pay gap



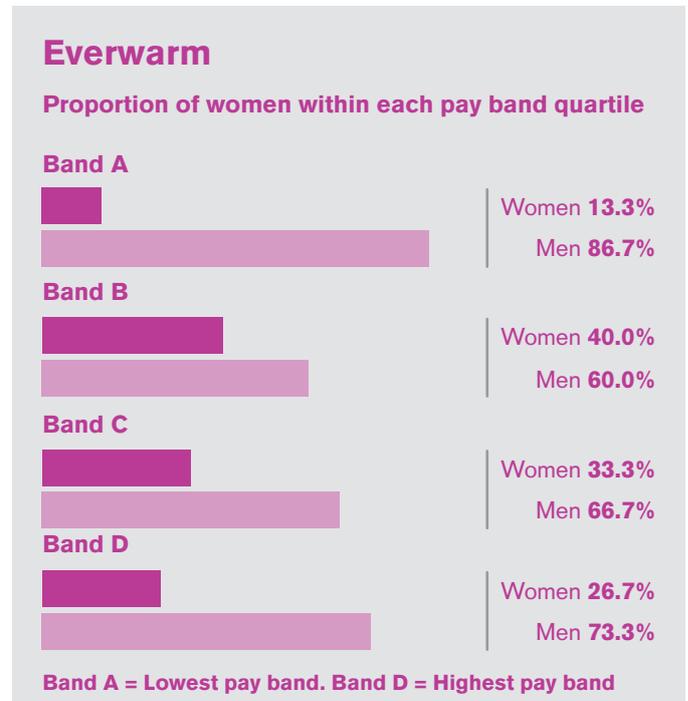
Mean bonus gap

Median bonus gap

The mean pay gap is the difference between average hourly earnings of males and females, whereas the median pay gap is the difference between the midpoints of hourly earnings of men and women. It takes the middle salary from the lowest to highest.

Our calculations show that 88.5% of females received a bonus in comparison with 30.0% of males.

The table below demonstrates the % of men and women and how they are spread across the company structure. This is shown in pay band quartiles, the lowest pay bands being A and B, and the higher levels being C and D.



At Everwarm, we are confident that employees performing the same job role receive equal pay.

As an Investor in Young People employer, we are looking at ways to increase our female representation at the trade and operational level. We believe this starts with supporting the younger generation and our engagement with local schools, colleges, and communities where we aim to achieve measurable improvements in education, learning and employment opportunities.

Everwarm will continue to make a long-term investments in our employees by taking that step further and remaining a Living Wage employer and showing a firm commitment to reducing our gender pay gap via initiatives such as our Equality, Diversity & Inclusion steering group and Gender & Equality working group.