

Gender Pay Gap

At Tevva, we are dedicated to fostering a workplace culture that values equality, diversity, and inclusion. As part of our commitment to transparency, we are pleased to present our Gender Pay Gap Report for the fiscal year 2022/23. This report provides an overview of our gender pay gap data, highlighting our efforts to promote gender equality within our organisation.

Overview of Data: The figures presented in this report are based on data collected as of 5th April 2023, in compliance with the UK government's Gender Pay Gap Reporting regulations.

Mean Gender Pay Gap: The mean gender pay gap represents the difference in average hourly earnings between male and female employees across the organisation.

Mean Hourly Pay for Male Employees: £26.95
Mean Hourly Pay for Female Employees: £24.11
Mean Gender Pay Gap: 10.52%

Median Gender Pay Gap: The median gender pay gap represents the difference in median hourly earnings between male and female employees.

Median Hourly Pay for Male Employees: £24.04
Median Hourly Pay for Female Employees: £23.77
Median Gender Pay Gap: 1.12%

Bonus Gender Pay Gap: During the reporting period, no bonus payments were made, thus no bonus gender pay gap exists.

Proportion of Employees Receiving a Bonus: As mentioned, no bonus payments were made during the reporting period.

Quartile Pay Bands: The workforce is divided into quartiles based on hourly pay rates, providing insight into the distribution of male and female employees across pay bands.

Quartile 1 (Lowest Pay Band): 85% Male, 15% Female
Quartile 2: 85% Male, 15% Female
Quartile 3: 85% Male, 15% Female
Quartile 4 (Highest Pay Band): 89% Male, 11% Female

Analysis and Action Plan: While we are encouraged by the progress we've made in reducing our gender pay gap, we recognize that there is still work to be done to achieve gender equality. To address the gender pay gap, we are committed to the following actions:

- Continuing to monitor and analyze pay data to identify and address any disparities.
- Implementing diversity and inclusion training programs for all employees to foster a culture of equality and respect.

- Reviewing our recruitment and promotion processes to ensure fairness and transparency.
- Developing mentorship and leadership programs to support the advancement of female employees into senior roles.
- Engaging with employees to gather feedback and insights on diversity and inclusion initiatives.

At Tevva, we remain steadfast in our commitment to creating an inclusive and equitable workplace where all employees have the opportunity to succeed. By addressing our gender pay gap and promoting gender equality, we are working towards a more diverse and prosperous future for our organisation.

A handwritten signature in black ink, appearing to read "Ken Scott".

Ken Scott
Managing Director