



Nurture Landscapes Holdings Limited Gender Pay Gap Statement published 2021 for 2020

Nurture Landscapes Holdings Limited are an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

This involves carrying out six calculations that show difference between the average earnings of men and women in our organisation; it does not involve publishing individual employees' data.

We are required to publish the results on our own website and a government website, and we will comply each calendar year.

We can use these results to assess:

- the levels of gender equality in our workplace
- the balance of male and female employees at different levels
- how effectively talent is being maximised and rewarded.

Is the Gender Pay Gap the same as Equal Pay? No

What is the Gender Pay Gap?

The gender pay gap shows the difference in the average pay between all men and women in a workforce. Gender pay reporting is different to equal pay

What is Equal Pay?

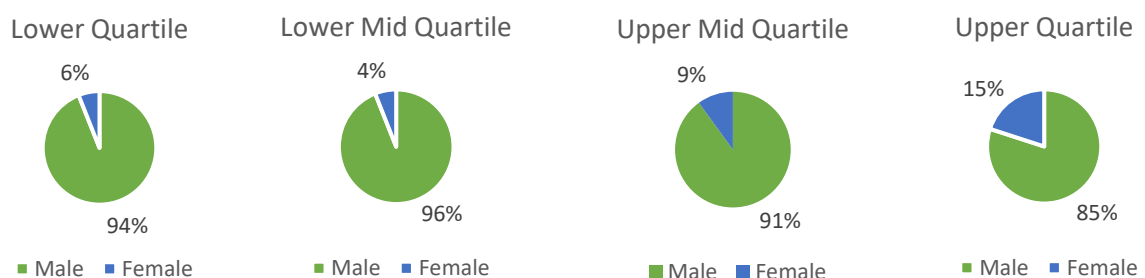
Equal pay deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value.

Our results at October 2021 were as follows:

A negative figure means that female results are higher than male results. A positive figure means that male results are higher than female results.

- | | |
|---|--------|
| • Mean gender pay gap | -7.0% |
| • Median gender pay gap | -21.5% |
| • Mean bonus gender pay gap | 0% |
| • Median bonus gender pay gap | 0% |
| • Proportion of males receiving a bonus payment | 0% |
| • Proportion of females receiving a bonus payment | 0% |

The proportion of males and female employees in each quartile pay band:





Our Statement

Nurture Landscapes Holdings Limited are pleased to reveal its first year of combined figures in our Gender Pay Gap reporting, as Nurture Landscapes and Gavin Jones come together under Nurture Landscapes Holdings Limited.

Rates for the same work are equal for males and females. We recognise the fact that we as a company and our industry is very male dominated; the effect is that any small change in numbers within our female members of staff can have a significant effect on the difference on average hourly rates of pay.

Our Aims

Our actions have already seen improvements over the last three years and we will strive for further and ongoing improvement in the years to come through our internal monitoring processes, continued development in recruitment and promotion as well as marketing activities and our work with schools and colleges.

A handwritten signature in blue ink, appearing to read "P. Jones".

Signed:
CEO

Dated: 4th October 2021