

enva

environment matters

GENDER PAY GAP REPORT

ROI - 2024



Our Irish gender pay gap results for 2024



At Enva, we remain committed to ensuring fairness and equity in pay for all colleagues, regardless of gender. The split between male and female employees has remained, on the whole, constant at 72% Male and 28% female, equating to 214 male employees and 81 female employees. Less than 1/3rd of employees are female.

Key Results Summary

	Mean	Median
Hourly Gender Pay Gap (All Employees)	-2.75%	-4.92%
Hourly Gender Pay Gap (Temporary)	20.5%	10.13%
Hourly Gender Pay Gap (Part-time)	47.6%	49.10%
Bonus Pay Gap	18.38%	10.93%
% Receiving Bonus - Male	88.21	
% Receiving Bonus - Female	80.25	
% Receiving BIK- Male	25.00	
% Receiving BIK- Female	21.00	



Comments on Gender Pay Gap 2024

In a traditionally male-dominated environment, Enva has achieved a **mean gender pay gap of -2.75%**, meaning that on average, the **female hourly rate of pay is 2.75% higher than the male average.**

The **median pay gap**, which represents the midpoint when hourly pay is ordered from highest to lowest, stands at **-4.92%**. This also reflects a female-positive gap, meaning the midpoint value for female hourly remuneration is 4.92% higher than that of males.

Both the mean and median gender pay gaps are female-positive.

	Male %	Female %	Male (No.)	Female (No.)
Upper	67.24%	32.76%	49	24
Upper Middle	70%	30%	52	22
Lower Middle	71.33%	28.67%	53	21
Lower	80.89%	19.11%	60	14
Total			214	81

When hourly pay is broken into quartiles, we see that **60% of female employees are positioned in the upper and upper middle quartiles**, compared to 47% of males in those same bands. In contrast, 17% of females are in the lower quartile compared to **28% of males.**

The gender balance within the business continues to be influenced by role type. Generally, males are more likely to be employed in operational or field-based roles, while females more often occupy office-based positions.

There is also a significant number of driver or driver/environmental general operative roles, which remain male-dominated due to the nature of the work and the limited availability of female applicants in this area.

Bonuses are typically embedded into roles where performance is directly measurable and revenue-linked. **Only 14% of positions are ineligible for a bonus, and of these, 40% are held by females.** This contributes to a **mean bonus gender pay gap of 18.38% and a median gap of 10.93%**, both in favour of male employees.

Approximately one-quarter (23.73%) of positions include some level of **benefit in kind (BIK)**, such as company vehicles, benefits more commonly linked to managerial and field-based roles. **76% of BIK-receiving roles are currently held by men.**

