



Gender Pay Gap Report 2025/26

Snapshot Date: 05/04/2025

We are committed to equality, diversity, and dignity in the workplace. Our recruitment approach focuses on hiring individuals with the skills, experience, and attributes to drive our business forward sustainably.

We recognise that diverse and inclusive teams improve our products and services, strengthen relationships with customers and stakeholders, and contribute to a positive work environment.

We acknowledge the opportunity to increase female representation across our business. Our recruitment and proposition strategy is designed to address this to support greater inclusivity and balance.

We confirm that the Gender Pay Gap information provided for Evander is accurate.

Gender Pay Gap: Results Summary

- The Gender Pay Gap results show near parity in overall pay, with a slightly negative mean pay gap (-0.6%) and a modest median gap (2.4%).
- Bonus gaps remain higher, reflecting both the general workforce composition being more male and greater male representation in roles that attract bonuses.
- Female representation across all quartiles demonstrates ongoing progress toward gender balance across the Company.

Section	%
Mean Gender Pay Gap	-0.6
Median Gender Pay Gap	2.4
Mean Gender Bonus Gap	69.8
Median Bonus Pay Gap	38.6
Bonus Proportion – Female	11.0
Bonus Proportion – Male	34.0

Quartiles	%
Upper – Male	81%
Upper – Female	19%
Upper Med – Male	83%
Upper Med – Female	17%
Lower Med – Male	69%
Lower Med – Female	31%
Lower – Male	84%
Lower – Female	16%