



Reporting on our Gender Pay Gap

At Bidvest Noonan, we are committed to equality. We have comprehensive policies in place to ensure our business provides equal opportunities to all.

We are working to increase all aspects of the diversity of our workforce and we are committed to reducing our gender pay gap, this includes female representation at our leadership levels. As part of that commitment to increase all aspects of diversity in our workforce, we are actively including the attraction of more females into Security roles and we will continue to do more to improve female representation in such roles, this is a positive indicator in addressing the gender pay gap.

[Learn more about our commitment to equality.](#)

2022 Reporting year

Snapshot date 24 June 2022

Percentage of men and women in each hourly pay quarter

	Men	Women
Upper hourly pay quarter	69.0 %	31.0 %
Upper middle hourly pay quarter	65.0 %	35.0 %
Lower middle hourly pay quarter	36.0 %	64.0 %
Lower hourly pay quarter	20.0 %	80.0 %

Hourly Pay Gap

As of the snapshot date, our workforce was split between 47% male and 53% female. The vast majority of the male roles are employed in security which is male-dominated in Ireland. These roles are typically full-time, are city-based and attract a rate of pay set by the Joint Labour Commission by way of an Employment Regulation Order (“ERO”). In contrast, the majority of cleaning roles are occupied by females, typically part-time roles and nationwide, therefore, attracting pay rates are also governed by ERO but at a lower level.

The % of Women in each Pay Quarter

As of the snapshot date, we had 31% of women in the highest pay category. We have continued to develop ED&I strategies to specifically target gender balance across all leadership roles and we will continue to strive towards balanced gender representation across our business.

Mean and Median gender pay gap using hourly pay

Mean gender pay gap using hourly pay	10.9 %
Median gender pay gap using hourly pay	7.7 %

Percentage of men and women who received bonus pay

	Men	Women
Percentage of men and women who received bonus pay	2.2 %	1.3 %

Mean and median gender pay gap using bonus pay

Mean gender pay gap using bonus pay	37.7 %
Median gender pay gap using bonus pay	-12 %

Mean and Median gender PART TIME pay gap using hourly pay

Mean Gender Pay Gap using part-time hourly pay	10.7 %
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Median Gender pay gap using part-time hourly pay	5.9 %
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Mean and Median gender Temporary Staff pay gap using hourly pay

Mean Gender Pay Gap using temporary contract hourly pay	N/A
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Median Gender pay gap using temporary contract hourly pay	N/A
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Percentage of men and women who received BIK

	Men	Women
Percentage of men and women who received BIK	3.3 %	0.9 %