



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, which 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.](#)

2023 Reporting year

Snapshot date: 30th June 2023

Percentage of men and women in each hourly pay quarter

	Men	Women
Upper Quartile	70.97 %	29.03 %
Upper Middle Quartile	62.10 %	37.90 %
Lower Middle Quartile	38.94%	61.06 %
Lower Quartile	22.62 %	77.38 %

Hourly Pay Gap

The vast majority of the male roles are employed in security which has a largely male workforce in Ireland. These roles are typically full-time, 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 held by females. These are typically part-time roles and are distributed nationwide, therefore, attracting pay rates are also governed by ERO but at a lower level.

The % of Women in each Pay Quarter

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	10.74 %
Median Gender Pay Gap	8.01 %

Percentage of men and women who received bonus pay

	Male	Female
Percentage of men and women who received bonus pay	1.82 %	1.21 %

Mean and median gender pay gap using bonus pay

Mean gender pay gap using bonus pay	42.65 %
Median gender pay gap using bonus pay	6.67 %

Mean and Median gender part time pay gap

Mean Gender Pay Gap using part-time	10.23 %
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Median Gender pay gap using part-time	6.97 %
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Mean and Median gender temporary contractor pay gap

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	3.83 %	0.98 %