



Reporting on our Gender Pay Gap

At **Bidvest Noonan**, we remain committed to equality and inclusion. We have comprehensive policies in place to ensure equal opportunities for all, and we continue to work towards increasing diversity across our workforce. A key part of this commitment is reducing our gender pay gap, including improving female representation at leadership levels.

As part of our strategy, we are actively focused on attracting more women into **Security roles**, which have traditionally been male dominated. This is an important step toward addressing the gender pay gap, and we will continue to build on this progress.

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

2025 Reporting year

Percentage of men and women in each hourly pay quarter

	Men	Women
Upper Quartile	76.53 %	23.47%
Upper Middle Quartile	61.28%	38.72%
Lower Middle Quartile	27.32%	72.68%
Lower Quartile	26.72%	73.28%

Hourly Pay Gap

The majority of male roles are in **Security**, which is largely male dominated in Ireland. These roles are typically full-time, city-based, and attract pay rates set by the **Joint Labour Commission** under an **Employment Regulation Order (ERO)**. In contrast, most cleaning roles are occupied by women, typically part-time and nationwide, with pay rates also governed by ERO but at a lower level.

Gender Representation Across Pay Quarters

We continue to develop **Equality, Diversity & Inclusion (ED&I)** strategies to improve gender balance across leadership roles and strive toward balanced representation across our business.

Mean and Median gender pay gap using hourly pay

Mean Gender Pay Gap	12.53%
Median Gender Pay Gap	11.63%

Percentage of men and women who received bonus pay

	Male	Female
Percentage of men and women who received bonus pay	2.21%	1.42%

Mean and median gender pay gap using bonus pay

Mean gender pay gap using bonus pay	29.36%
Median gender pay gap using bonus pay	34.83%

Mean and Median gender part time pay gap

Mean Gender Pay Gap using part-time	12.61 %
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Median Gender pay gap using part-time	11.63 %
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Mean and Median gender temporary contractor pay gap

Mean Gender Pay Gap using temporary contract hourly pay	8.39 %
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Median Gender pay gap using temporary contract hourly pay	8.77 %
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Percentage of men and women who received BIK

	Men	Women
Percentage of men and women who received BIK	4.58 %	1.13 %