

Gender Pay Gap

About us

Bidvest Noonan is a customer-focused services group. Our success is driven by the expertise and dedication of our people who consistently deliver high-quality, value-driven solutions to our clients. To proudly create safer and healthier communities today, for tomorrow.

We employ over 23,000 people across the UK and Ireland. Our colleagues are at the heart of everything we do, delivering exceptional service to our customers every day.

At Bidvest Noonan, we are deeply committed to equality, diversity, and inclusion (ED&I) in the workplace. We strive to create an environment where every individual feels valued, included, and heard.

We acknowledge that the sectors in which we operate—particularly security—are traditionally male dominated, with a higher proportion of women working in cleaning roles. However, we are actively working to build a more diverse workforce and a more inclusive workplace. As part of this commitment, we are championing initiatives that encourage more women to enter the security industry.

In the past year, we also launched the Menopause Workplace Pledge, demonstrating our commitment to supporting our female colleagues through this important life stage and its impact on employment.

We have robust policies in place to ensure equal opportunities for all.

[Learn more about our commitment to ED&I](#)

2024/2025 Reporting Year		
Percentage of men and women in each hourly pay quarter		
	Men	Women
Upper hourly pay quarter	80%	20%
Upper middle hourly pay quarter	72%	28%
Lower middle hourly pay quarter	69%	31%
Lower hourly pay quarter	49%	51%

Hourly Pay Gap

At the time of reporting, our UK workforce was 59% male and 41% female. Most male employees worked in security roles, which are typically full-time and predominantly based in London positions that generally attract higher rates of pay. In contrast, most female employees held cleaning roles, which are often part-time and spread nationwide, typically attracting pay aligned with national

living wage levels. The increase in our gender pay gap reflects the growing proportion of security contracts in our business portfolio.

The % of Women in each Pay Quarter

Women make up 20% of those in the highest pay category. We remain committed to improving gender representation in senior roles and continue to implement ED&I strategies focused on achieving greater gender balance in leadership across the organisation.

Mean and median gender pay gap using hourly pay	
Mean gender pay gap using hourly pay	5.05%
Median gender pay gap using hourly pay	7.14%

Percentage of men and women who received bonus pay		
	Men	Women
Percentage of men and women who received bonus pay	10.2%	2.03%

Mean and median gender pay gap using bonus pay	
Mean gender pay gap using bonus pay	30.51%
Median gender pay cap using bonus pay	4.17%

Employee Headcount	12195
Number of employees used to establish your headcount for gender pay reporting, on your snapshot date	5000 to 19,999