



Gender Pay Gap

Report 2022



Overview

Derrycourt Cleaning Specialists is a family-owned Irish company providing a multi-award winning and cost-effective nationwide contract cleaning and facilities management service. At Derrycourt our aim is to provide a personal and professional service while striving to constantly build our future on our family business foundation. Derrycourt has achieved numerous awards and accolades, which is a testament to our commitment to the delivery of a high quality, professional and reliable service. All this is achieved through our diverse workforce. We are committed to providing industry leading training to all our staff and equal opportunities for career development. This is our first annual gender pay gap report with data covering 1915 employees for the snapshot period. Of these employees 72.3% (1385) are female and 27.7% are male.

In the numbers presented, a positive % indicates a pay gap where males are paid more than females. A negative % indicates a pay gap where females are paid more than males. On a companywide level, there is a slight positive gender pay gap on the mean hourly rate of 2.85%, but on the other hand the median hourly rate gap is only 0.52%. Some of our service lines with a higher hourly rate have a proportionally higher percentage of male staff, partly due to the nature of work. There are other departments, like the Head Office, where this flips to a negative gender pay gap on the mean hourly rate.

When analysing the population by pay quartiles, the lower quartile has in proportion a higher population of female employees, while the lower middle and upper middle quartiles are quite aligned with gender distribution. The upper quartile has a proportionally higher percentage of male employees. Very few employees were paid bonuses, hence there is insufficient data for conclusions to be drawn. The proportions of employees who were paid BIK (0.87% female and 0.57% male) reflect more closely the split of females and males in managerial positions. Going forward, we will actively follow the development of pay gaps and take relevant actions, with consideration to demographics and nature of work.

Johan Lonnblad

Head of HR

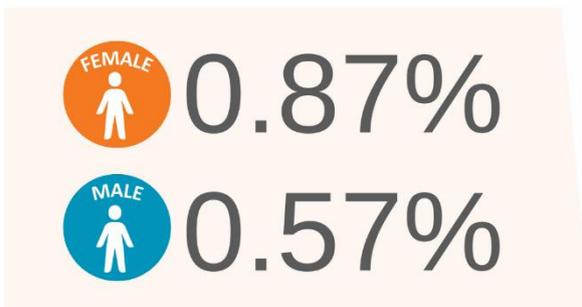


Key Figures

Gender Pay Gap by

	MEAN	MEDIAN
HOURLY RATE	2.85 %	0.54 %
HOURLY RATE PART TIME	1 %	1.24 %
BONUS	0 %	0.24 %

BLK Paid Proportions



Bonus Paid Proportions



Population by Pay Quartiles

	Female	Male
Lower - Q1	79.12%	20.88%
Lower Middle - Q2	75.78%	24.22%
Upper Middle - Q3	71.19%	28.81%
Upper - Q4	63.26%	36.74%

