

Ireland Gender Pay Report 2024

sodexo





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Managing Director,
Sodexo Ireland

Introduction

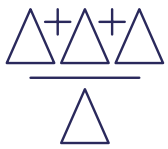
As a purpose-driven organisation with a clear focus of creating impact at our core, Sodexo is deeply committed to embedding diversity, equity, and inclusion (DEI) into our business strategy. This commitment not only makes sound business sense, but also fosters a diverse, fair, and equitable workplace where our people and business can thrive. As Managing Director of our Island of Ireland operations, I am proud to present our Ireland Gender Pay Gap Report for 2024.

Over the past year, we have made significant progress in advancing gender equality and promoting inclusion across all areas. We are proud to see increased female representation at every level of our organisation, which supports our efforts to close the gender pay gap.

Our leadership team firmly believes that delivering on our DEI strategy is a shared responsibility across the business. We are dedicated to ongoing learning and exploring new ways to better serve all our stakeholders which we support. While progress can sometimes be challenging, it is essential for building a stronger, more united business, which not only benefits the company, but also our clients, customers, colleagues and communities around us.

Several key takeaways and highlights for me include:

- **Reduction in Median Gender Pay Gap:** One of the most encouraging findings is the reduction in the median gender pay gap. This indicates that our efforts to promote gender equality at various levels of the organisation are yielding positive results
- **Equal Median Bonus Payments:** The median bonus payments for both males and females are now equal, resulting in a 0% median bonus gap. This is a significant achievement and demonstrates our commitment to fair and equitable reward practices
- **Improved Gender Representation:** The data shows a balanced gender representation across various grades, with a notable presence of females in senior roles. This is a testament to our inclusive policies and the effectiveness of our talent development programmes
- **Positive Trends in Part-Time and Fixed-Term Groups:** The pay gaps are reduced across part-time and fixed-term groups where the female headcount is greater than males. This highlights our success in creating a supportive environment for all employees, regardless of their employment status



Mean Pay Gap

The mean pay gap is the difference in the average hourly pay for women compared to men within a company.



Median Pay Gap

The median pay gap takes all salaries in the sample, lines them up in order from lowest to highest, and uses the middle salary.

The median gender pay gap is the difference between the hourly pay rate for the middle woman compared to the middle man.



Mean Gender Bonus Pay Gap

This is the difference in average bonus paid between men and women who received a bonus.



Median Gender Bonus Pay Gap

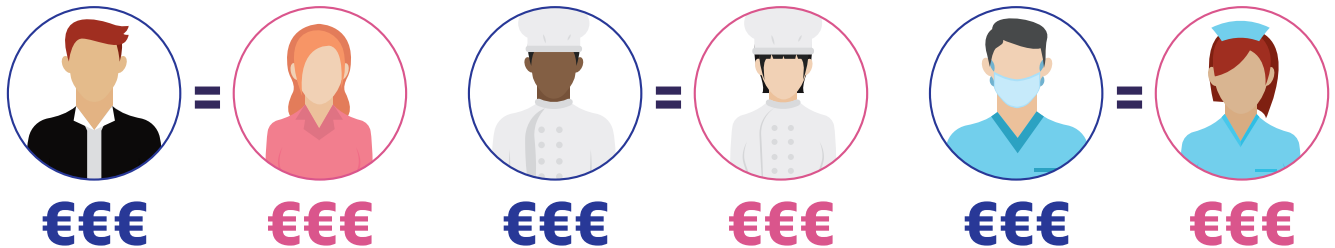
This the difference between the median bonus paid between men and women who received a bonus.

Pay gap data

The difference between equal pay and the gender pay gap.

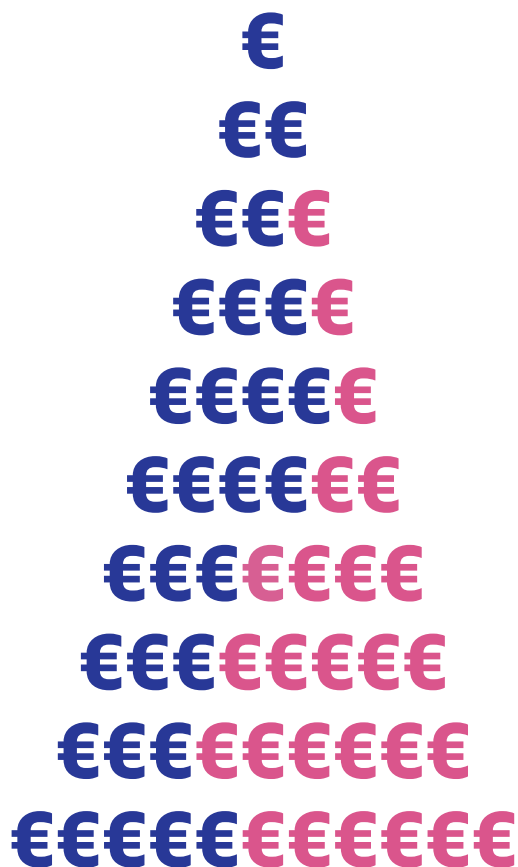
Equal Pay...

is when men and women being paid the same for the same work

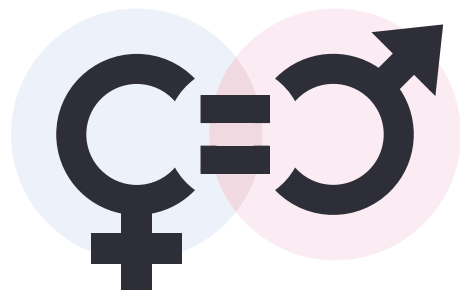


The Gender Pay Gap...

is the difference between gross hourly earning for all men and the gross hourly earnings for all women. Sodexo has processes in place to ensure men and women are being paid equally



One of the main reasons for the Gender Pay Gap is men are more likely to be in senior roles.



Overall mean gender pay gap is **11.95%**. (2023 mean was **9.94%**)

Overall median gender pay gap is **11.57%**. (2022 median was **12.78%**)

This report provides a transparent overview of our current position and reaffirms our accountability in driving meaningful progress, both within Sodexo and across the wider industry. While there is always more to be done, we are proud of the strides we've made and remain steadfast in our commitment to creating a workplace where everyone has an equal opportunity to thrive.



Actions we have taken in the past year

- New policies and guidelines to support our people at all stages of their lives including menopause, carers leave, domestic abuse and IVF
- Introduced opportunity to apply for flexible working from day one of employment
- Applying a gender lens to performance and pay reviews
- Menopause awareness for managers and menopause cafes to connect colleagues with lived experience
- Gender focused employee networks are well established and ran a number of activities to provide education and support career development
- Introduction of a returners café to support those that have been on maternity and paternity leave with their return to work



Our commitments

- Aspirational target for 45% women in senior leadership positions by 2025
- Aspirational target for 39% women in operational roles by 2025
- 100% of our employees work for gender balanced management teams
- 100% of our countries actively collaborate with partners on initiatives that measurably improve the Quality of Life of women in communities
- Signatory of UNs Women's Empowerment Principles



Our plans for the forthcoming year

- Raise awareness and embed our gender action plan across all levels of the organisation
- Grow our career support programme SheWorks that helps disadvantaged women in the community to gain meaningful employment
- Take a data driven approach to gender equity, with a particular focus on reviewing and monitoring our performance management, promotions, pay review and bonus processes with a gender lens
- Refreshed education for management of pay equity principals and application
- Strive for gender balance in our development programmes thereby supporting building a balanced talent pipeline.
- Promote awareness and take-up of family leave policies available to all eligible employees and foster an inclusive culture where all genders feel empowered to utilise to support their work-life balance

Summary table of all pay data

Mean pay gap - all employees	11.95%
Median pay gap – all employees	11.57%
Mean pay gap - part-time employees	5.91%
Median pay gap – part-time employees	3.45%
Mean pay gap - fixed-term employees	-1.15%
Median pay gap – fixed-term employees	-0.19%
Mean bonus gap	7.79%
Median bonus gap	0%
Proportion of employees receiving bonus (F%/M%)	7.16% / 8.92%
Proportion of employees receiving benefits in-kind (F%/M%)	1.81% / 2.97%
Proportion of women/men in upper quartile pay band (F%/M%)	37% / 63%
Proportion of women/men in upper quartile middle pay band (F%/M%)	56% / 44%
Proportion of women/men in lower middle pay band (F%/M%)	60% / 40%
Proportion of women/men in lower quartile pay band (F%/M%)	57% / 43%



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