

Ireland pay report 2023

sodexo





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Introduction

As a purpose-led business with social value at the heart of what we do, Sodexo recognises the importance of embedding diversity, equity, and inclusion (DEI) at the centre of our business strategy. Not only does it make good business sense, it also creates a diverse, fair, and equitable workplace that enables our people and our business to perform better

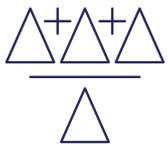
Over the last twelve months, we have made great strides in all of the elements involved in driving progress on gender equality, and all facets of inclusion. We are proud to see pay gaps close this year in comparison to 2022.

Examples of this include the launch of Sodexo's global Vita programme for maternity, paternity, carers, employee assistance and life assurance - which we have further enhanced with a number of additional benefits including equalised parental leave. We are proud to have attracted, and seen increased representation of females across all levels of our business, supporting our work to close the gender pay gap.

The UK and Ireland leadership team and I are clear that it is the responsibility of everyone in our business to embed and deliver our DEI strategy. We are committed to continuously learning and exploring how to do better for the people we serve and our colleagues. Making progress is not always easy or comfortable, but it is necessary for making us stronger together.

This pay report summarises our current position and demonstrates how we will hold ourselves accountable for making change happen within our business and continuing to promote change within our industry.





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

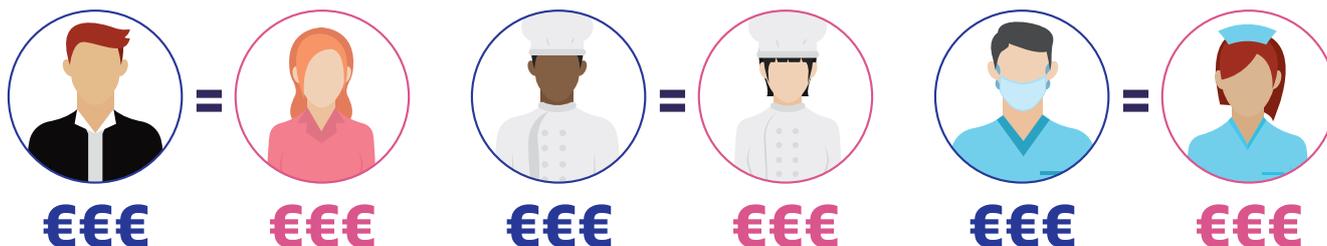
This the difference between the median bonus paid between men and women who received a bonus.

Pay gap data

The difference between equal pay and the gender pay gap.

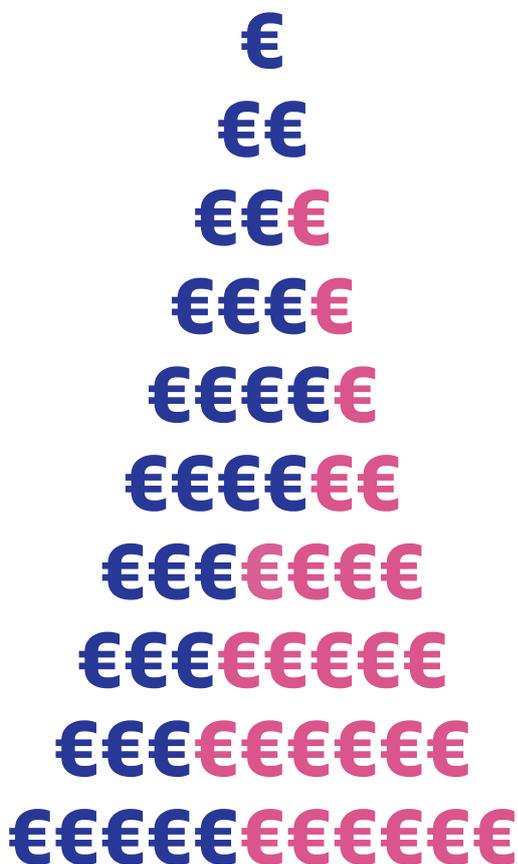
Equal Pay...

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

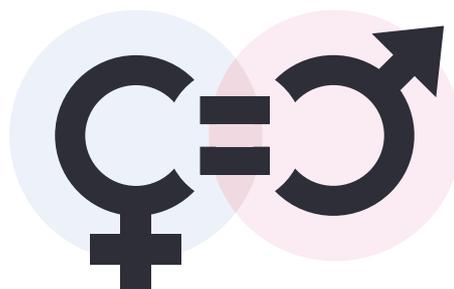


The Gender Pay Gap...

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 **9.94%**. (2022 mean was **18%**)

Overall median gender pay gap is **12.78%**. (2022 median was **19%**)

A view of employee representation

Our overall gender balance in Sodexo Ireland is 55% women and 44% male. We have a strong representation of women across all levels of our organisation. In our leadership team women make-up 43%.

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



Gender balance strategy at Sodexo UK & Ireland

We have a number of initiatives in the region that support our efforts to have a gender balanced workforce. This includes:

- Recent introduction of a suite of enhanced benefits. This has included paid leave support for carers and equalised paternity leave. Our intention and hope is this will support more equal sharing of caring responsibilities in-turn supporting women's career aspirations and development.
- We have also removed all employment length requirements for flexible working making it available to request from day one of employment
- SoTogether regional network connecting colleagues across the business. The network profiles role models, provides education and mentoring
- SoTogether FM network as well to support the representation of women in STEM
- Menopause cafes and menopause awareness training for managers
- Pledged to be an endometriosis friendly employer
- Women in leadership development programmes

External accreditation



Sodexo Ireland have achieved Business Working Responsibly Mark from BITCI.



Julie Ennis, CEO Corporate Services, Sodexo UK and Ireland, won the CEO of the Year Award at the Image PwC Businesswoman of the Year Awards for 2022.



Origin Green Sodexo Ireland is re-certified as a Origin Green members based on our sustainability plans. Targets are set, and measured in four key areas - sustainable sourcing, operations, health and nutrition, and social sustainability.



Spotlight on two of our senior leaders

Catherine O'Brien joined Sodexo Ireland in November 2023 as our new **Head of HR**

Catherine brings 20+ years HR experience to Sodexo having worked in both global and local roles in the FM industry. Prior to Sodexo, Catherine had been working as a HR consultant in a global capacity, leading on the people aspects of transformation, mobilisation and change projects.

Catherine also teaches with the CIPD, the professional body for HR and people development

I'm absolutely delighted to be joining Sodexo during this very exciting time of growth and positive change for FY24 and looking forward to working with such exceptional people in developing and implementing a strategic HR road map aligned to the business strategy where we will deep dive into building and strengthening the pulse of the business which is our people. We look forward to positively trailblazing our way into 2024 and developing a powerful and successful People Strategy which will revolve around retention and talent development!

- Quote from Catherine



Marian Cronin joined Sodexo Ireland as our new **Business Development Director**

Marian brings some 13 years FM industry experience having both worked in FM operations and business development.

Prior to working in FM, Marian worked in both Lean consultancy and litigation roles. Marian's background includes experience in financial services, pharmaceutical manufacturing, asset and project management, Lean and Six Sigma.

Joining Sodexo has been a fantastic experience where I have been fully supported to succeed, including in an area I am passionate about - the development of women in our industry. I'm delighted to act as a role model and a coach for some of our female talent who will become our future leaders. Sodexo is a place where people can make a real impact, and that's exciting.

- Quote from Marian

Spotlight on Sharon McConnell joint winner of Sodexo global Sustainable Chef Challenge

The Sustainable Chef Challenge highlights our commitment to sustainable food and our goal to ensure that 70% of its main dishes can be labelled 'low carbon' by 2030. The competition is run in partnership with Rational AG, Eaternity and the World Wildlife Fund (WWF).

Sharon faced seven other Sodexo chefs from Brazil, Chile, France, Germany, India, United Arab Emirates and the USA in a live cook-off to deliver two delicious, low-carbon, sustainable yet practical dishes that minimised food waste.

On a stage, against the clock and under the watchful eye of a panel of experts that included the German three-Michelin star chef Thomas Bühner, Sharon impressed the judges with a gluten free, vegan friendly pistachio-crust celeriac steak, followed by a vegan chocolate mousse with a honeycomb and coconut ice cream. As well as using low carbon ingredients, Sharon also ensured her dishes minimised food waste.

Commenting on her win, Sharon said



I am over the moon to have won, the standard was very high, and I was a little nervous, but I'm used to preparing food under pressure and I put in a lot of practice beforehand so once the competition began, the nerves fell away.

The customers I serve must respond under pressure every single day they're at work, so I took inspiration from them when I was on that stage.

Even back at school I felt most at home in the kitchen, so a career in catering was always on the cards. I joined Sodexo as a food service assistant 15 years ago and worked my way up.





I hate wasting anything, particularly food, so I've always tried to keep it down.

Volunteering with FareShare, which redistributes food to communities that need it, keeps me vigilant.

But then you learn about the connection between food waste and climate change, and it fires you up even more. I was delighted to have had the opportunity to work with such talented people, united by a common purpose, paving the way for tasty and sustainable food.



Summary table of all pay data

Mean pay gap - all employees	9.94%
Median pay gap - all employees	12.78%
Mean pay gap - part-time employees	1.48%
Median pay gap - part-time employees	3.23%
Mean pay gap - fixed-term employees	-26.15%
Median pay gap - fixed-term employees	4.09%
Mean bonus gap	-6.17%
Median bonus gap	12.5%
Proportion of employees receiving bonus (F%/M%)	6.7% / 8.7%
Proportion of employees receiving benefits in-kind (F%/M%)	2% / 5%
Proportion of women/men in upper quartile pay band (F%/M%)	55% / 45%
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%)	57% / 43%
Proportion of women/men in lower quartile pay band (F%/M%)	53% / 47%



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