

Gender Pay Gap Report

2023



Following the introduction of the Gender Pay Gap Information Act 2021, employers in Ireland with more than 250 employees are required to analyse and account for the difference in the average hourly pay of women compared to men in their organisation. Certa Ireland falls into this reporting requirement for the 2023 reporting period.

The gender pay gap is the difference between the average (mean or median) earnings of men and women across the workforce. It compares the pay of all working men and women; not just those in similar jobs, with similar working pattern or with similar competencies, qualifications, or experience.

The gender pay gap should not be confused with equal pay, which instead looks at the pay difference between men and women who are performing the same or similar roles.

Our Gender Pay Gap Report was compiled in accordance with government regulations. The published data was captured on the 30th of June 2023 and spans the previous 4 months. The 4-month reference period reflects the creation of Certa Ireland as a legal employing entity on March the 1st 2023.

Our Demographics

Our 2023 report represents a total working population of 355 colleagues across a variety of roles and levels across Ireland. The workforce gender ratio is 55%: 45% split, in favour of male colleagues.

While the ratio of male to female colleagues is quite balanced at an organisational level, we recognise we have functions within the business that tend to be male dominated. Our driver population has traditionally been 100% male and we struggle to attract females to this profession. Our Commercial function which incorporates our call centre, and our depot network would tend to have a more female dominated workforce. We are conscious of the need for gender balance in each of our functions.

Summary of Results	
Mean Hourly Pay Gap	22.6%
Median Hourly Pay Gap	25.9%
Mean Bonus Pay Gap	30.5%
Median Bonus Pay Gap	26.1%
Mean Hourly Pay Gap of Part-Time Employees	-3.5%
Median Hourly Pay Gap of Part-Time Employees	-0.6%
Mean Hourly Pay Gap of Temporary Employees	38.6%
Median Hourly Pay Gap of Temporary Employees	46.8%

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All Colleagues

Our **Mean Gender Pay Gap** is **22.6%**. This is the % difference between the average hourly pay of male colleagues and the average hourly pay of female colleagues. This average is 22.6% higher for males.

Our **Median Gender Pay Gap** is **25.9%**. This is the difference between the median of the hourly pay of male colleagues and the median of the hourly pay of female colleagues. This median is 25.9% higher for males.

While the % of females in senior roles have increased, there is an underrepresentation of females in the more senior, higher paid roles.

Part-Time Colleagues

33% (117) of our workforce is made up of part-time colleagues of which 67% are female and 33% are male. The pay gap is in favour of females whereby the mean and median pay of females in this category is higher than males, mainly because the majority in this category are female.

Temporary / Fixed Term Contracts

3.66% (13) of our workforce is made up of temporary colleagues of which 54% are female and 46% are male. The pay gap is in favour of male whereby the mean and median pay of males in this category is higher than females, due to males in this category being in more senior roles.

Bonuses & Benefits in Kind

62.9% of males received a bonus compared to 38.5% of females, while 15.5% of males received benefits in kind compared to 5.6% of females.

The bonus pay gap is in favour of male colleagues whereby the mean and median bonus pay of males is higher than females. It is not unusual for bonus gaps to be higher than hourly pay gaps due to the impact of the demographics i.e. bonus opportunities structured as % of individual salary where more men hold senior positions and are paid higher salaries.

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Pay Quartiles

Proportion of male and female colleagues in each quartile

Males	Females	
71.9%	28.1%	Upper Quartile
68.9%	31.1%	Upper Middle Quartile
41.8%	58.2%	Lower Middle Quartile
36%	64%	Lower Quartile

Inclusion and Diversity at Certa Ireland – Actions to date

At Certa Ireland, we recognise and value diverse perspectives, ideas, and talents. We know our strength comes from our people. We are committed to creating an inclusive environment, reflective of the communities we serve, where every member of the team can be their true self. We believe everyone has the right to be treated with respect, to feel empowered and enabled to achieve their full potential and be part of our success as a business. We are committed to improving our gender pay gap.

Development of a clear Inclusion and Diversity Strategy

We developed a clear 3 year I & D Strategy outlining a clear set of actions to create a more inclusive and diverse workplace including addressing gender imbalances.

Increase female representation in Senior Roles

While we have increased female representation in our Senior Leadership Team and manager population, we will continue to focus on enabling female progression and encourage females in to more senior roles.

Management Training

All senior managers received Inclusive Leadership Training to raise awareness regarding bias and to emphasis the role leaders play in changing the gender balance in their teams.

Inclusive Recruitment

We require diverse candidate pools for all senior and manager roles and ensure external agencies are clear on our commitment to diversity. All managers received training on unconscious bias, and we use competency-based selection materials for all roles to reduce any potential bias. We use diverse imagery and a gender decoder tool on all job descriptions and advertisements, including senior hires, to further remove bias. We were committed to achieving greater gender balance in traditional male dominated functions, such as transport and operations.

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Inclusive Workplace

We have developed enhanced Company policies to support the creation of an inclusive workplace including enhancements to our Family and Life Stage Policies.

Talent Development

We have launched an Annual Performance review process to ensure development conversations take place. We track the gender split for internal promotion rates and support female development through equal access to Educational Assistance. We have invested in a programme which support women leaders and we ensure proportionate representation on our internal development programmes. We have widened our annual talent and succession planning process to include lower levels in the organisation. This identifies high potential females in lower quartiles that can be supported for development. We track and monitor key metrics for gender balance.

Mairead Golding

Director of People Certa Ireland

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