Gender Pay Gap Report 2025

Following the introduction of the Gender Pay Gap Information Act 2021, employers in Ireland with more than 150 employees are required to analyse and account for the difference in the average hourly pay of females compared to males in their organisation. Certa Ireland falls into this reporting requirement for the 2025 reporting period.

The gender pay gap is the difference between the average (*mean or median*) earnings of males and females across the workforce. It compares the pay of all working males and females; 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 males and females who are performing the same or similar roles.

Our Gender Pay Gap Report has been prepared in compliance with government regulations. The data presented was collected on June 30, 2025, and covers the period from July 1, 2024, to June 30, 2025. This timeframe marks the second full calendar year since Certa Ireland became a legal employer.

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Our Demographics

343

Employees

While our organisation boasts a generally balanced ratio of male to female colleagues, we acknowledge that some areas within the business are predominantly male.

For instance, our driver workforce, which consists of 100 employees, has historically been entirely male. We continue to encounter challenges in attracting and retaining females to this profession.

In contrast, our Commercial function, which encompasses our call centre and depot network, has a workforce that is largely female. Nevertheless, we recognise the importance of achieving gender balance across all functions.

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Summary of Results

ALL EMPLOYEES

19.3% MEAN HOURLY PAY GAP

25.1% MEDIAN HOURLY PAY GAP

43% MEAN BONUS PAY GAP

62.8% MEDIAN BONUS PAY GAP

PART TIME EMPLOYEES*

-9.9% MEAN HOURLY PT PAY GAP

-0.5% MEDIAN HOURLY PT PAY GAP

*No analysis was conducted for temporary employees, as this cohort consists exclusively of females on the snapshot date.

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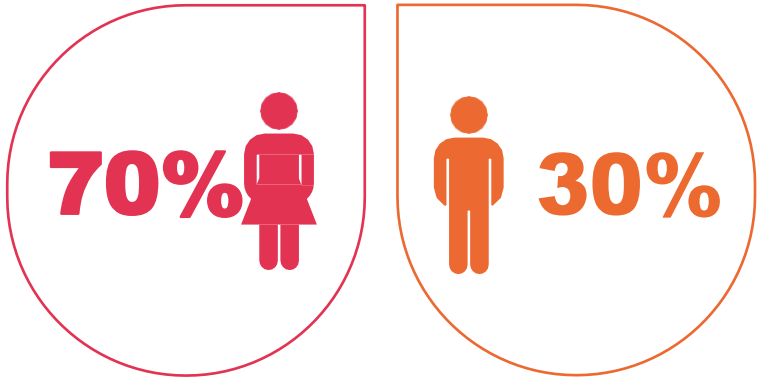
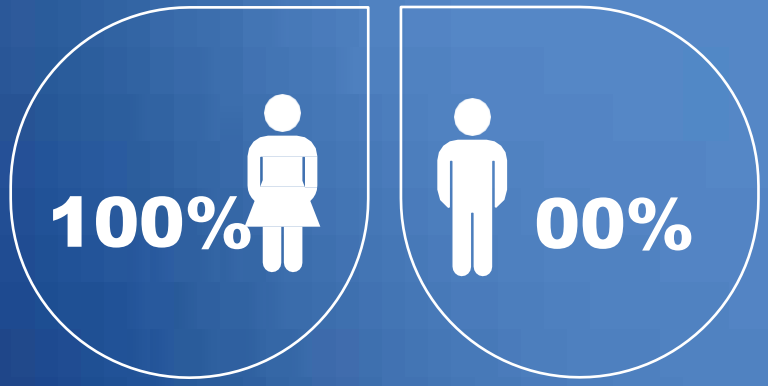
26% OF OUR WORKFORCE ARE PART TIME EMPLOYEES



There is a pay gap that favours females, as both the mean and median salaries for female part-time employees are higher than those of their male counterparts.

0.01% OF OUR WORKFORCE ARE TEMPORARY EMPLOYEES



All temporary employees are female, and there is no male comparator available.

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All Employees

MEAN GENDER PAY GAP

19.3%

This percentage reflects the difference between the average hourly pay of male and female colleagues, indicating that male colleagues earn, on average, 19.3% more than their female counterparts.

MEDIAN GENDER PAY GAP

25.1%

This is the difference between the median hourly pay of male colleagues and the median hourly pay of female colleagues. The median is 25.1% higher for males.

While the percentage of females in senior roles has increased, females are underrepresented in the more senior, higher-paid roles. data presented was collected on June 30, 2025, and covers the period from July 1, 2024, to June 30, 2025. There has been progress made in closing the gap in both the mean gender pay and median gender pay from the prior reporting period.

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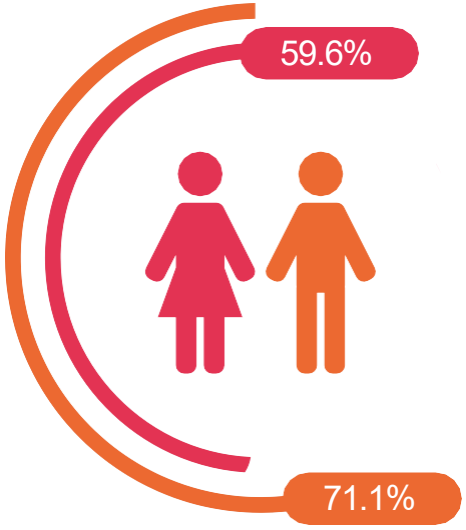
Bonuses & Benefits in Kind



BONUSES

71.1% of males received a bonus compared to 59.6% of females.

BENEFIT IN KIND

19.3% of males received benefits in kind compared to 7.1% of females.

The bonus pay gap favours male colleagues, with males' mean and median bonus pay higher than females. It is not unusual for bonus gaps to be higher than hourly pay gaps due to the impact of demographics, i.e., bonus opportunities structured as a percentage of individual salary, where more males hold senior positions and are paid higher salaries.

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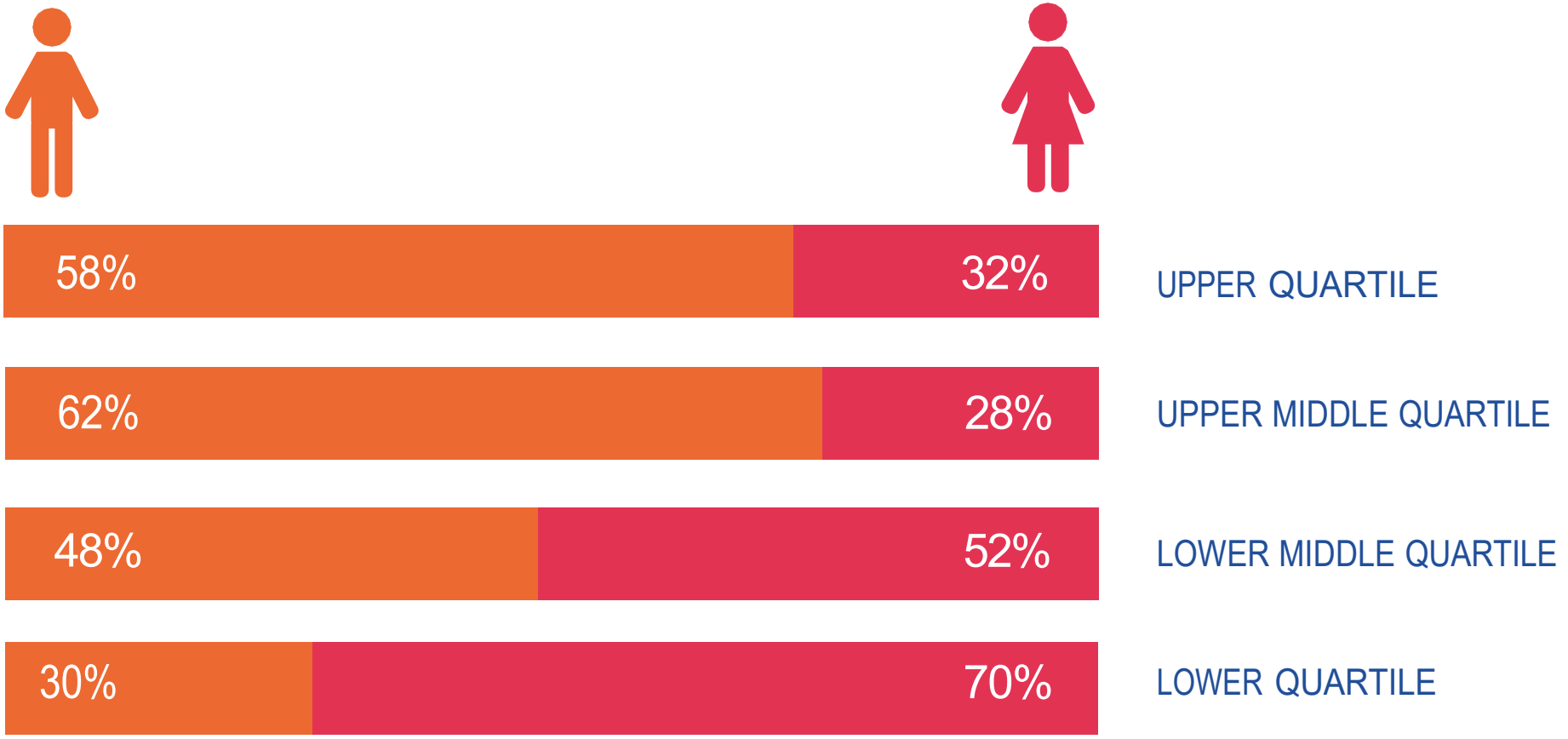
Pay Quartiles



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Inclusion and Diversity at Certa Ireland

Actions to date

At Certa Ireland, we recognise and value diverse perspectives, ideas, and talents. We understand that our strength comes from our people and are committed to creating an inclusive environment that reflects our communities. In this environment, every team member can be their true self. We believe everyone has the right to be treated with respect and to feel empowered to achieve their full potential, contributing to our success as a business. Additionally, we are dedicated to improving our gender pay equity.

Clear Inclusion and Diversity Strategy

Certa Ireland developed a comprehensive three-year Inclusion and Diversity Strategy that outlines a series of specific actions designed to cultivate a more inclusive and diverse workplace environment. This strategy places a strong emphasis on addressing gender imbalances within Certa.

Key components of our approach include conducting a thorough assessment of current gender representation across all levels of the company, implementing targeted recruitment initiatives to attract a more diverse talent pool, and creating mentorship programs aimed at supporting the growth and advancement of underrepresented groups. We are committed to providing ongoing training and education for all employees to raise awareness about inclusivity and unconscious bias, as well as fostering a culture of open communication where all voices are heard and valued. By executing this strategy, we aim to create a work culture that not only values diversity but also leverages it as a strength to drive innovation and success.

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Irish Centre of Diversity

Certa Ireland is collaborating with the Irish Centre for Diversity to support us on our journey towards Fairness, Respect, Equality, Diversity, Inclusion, and Engagement (D&I). As part of this initiative, we achieved the Investors in Diversity Silver Accreditation in May of this year. This accreditation recognises the various stages of our D&I efforts, and we aspire to achieve gold accreditation in the next two years. Key factors include the range of policies we have in place, the frequency with which these policies are reviewed, and the level of understanding among our staff and senior leaders regarding these policies along with our diversity and inclusion training programmes. We achieved a 63.6% participation rate in the Irish Centre of Diversity D&I survey and our Inclusion Score is 78.0%. The results show that Certa is doing incredibly well and is matching the overall percentage of positive responses nationally.

Increase female representation in Senior Roles

While we have made significant progress in enhancing female representation within our Senior Leadership Team and managerial positions, we acknowledge that we must continue our efforts. We remain committed to providing ongoing support and resources to facilitate the advancement of female in our organisation.

To further this objective, we have implemented targeted professional development programs designed to equip females with the skills and confidence necessary to pursue leadership roles. Additionally, we will introduce mentorship opportunities, connecting aspiring female leaders with experienced executives who can provide guidance and insights. We have launched our Women Employee Resource Group (ERG) to support female career development, provide networking and mentorship opportunities and foster gender equity and inclusivity. We believe that creating an inclusive and equitable workplace not only benefits our employees but also drives innovation and success within the organisation. By fostering a culture that actively encourages females to seek and attain senior roles, we aim to create a diverse leadership and management team that reflects the talents and perspectives of our workforce.

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Inclusive Recruitment

We require diverse candidate pools for all senior and managerial positions and ensure that external agencies understand our commitment to diversity. All managers receive training on unconscious bias, and we utilise competency-based selection materials for all roles to minimise any potential bias. Additionally, we apply diverse imagery and a gender decoder tool to all job descriptions and advertisements, including those for senior hires, to further eliminate bias. We are dedicated to achieving greater gender balance in traditionally male-dominated fields, such as transport and operations.

Inclusive Workplace

We have continued to enhance our Company policies to foster an inclusive workplace, including additional improvements 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 that supports female leaders and ensures 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 who can be supported for development. We track and monitor key metrics for gender balance.

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Claire Moreau
Head of HR
Certa Ireland

November 2025