

**NOONAN™**

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# THE NOONAN GENDER PAY REPORT, 2018

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DEMONSTRATING OUR LONG-TERM COMMITMENT TO  
GENDER PAY BALANCE

# Forward

As an outsourced service provider, approx. 95% of our employees are based on client's premises. Rates of pay and terms and conditions of employment, for these employee's rates of pay are determined to a large extent by the applicable statutory legislation. We do however strive for comparable pay rates for all employees based on their grade.

For our head office and management teams which make up the remainder of our workforce, we strive to achieve a gender pay balance for these groups. We have an established culture of gender pay equality and we aim to be an employer that recognises the importance of equality between all employees.

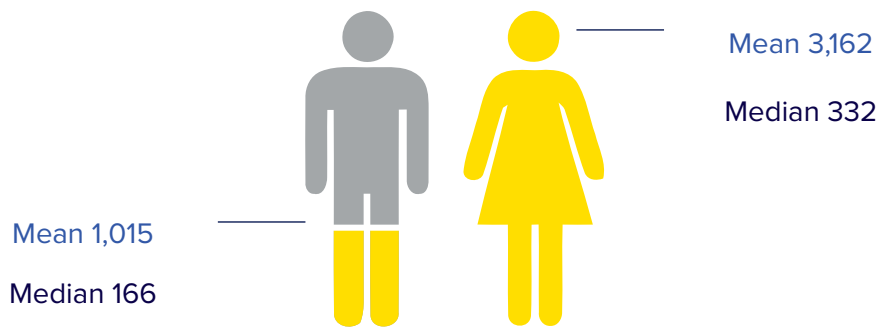
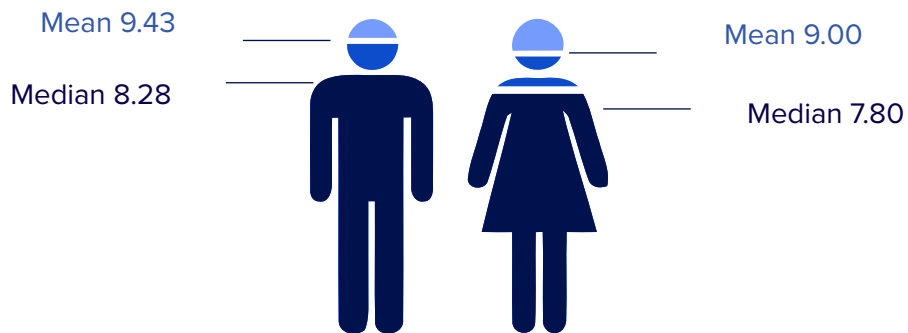
The outcome of this approach is that Noonan through its on-going awareness of the issue of gender pay equality in the workplace has resulted in a median pay gap to 5.8%. We are proud of this statistic and we remain committed to constantly monitoring and measuring how we are performing in gender pay reporting.

In the context of the median gender pay gap in the UK which is just over 18%, our statistics demonstrate that we are significantly below the average. However, we will continue to seek to reduce this figure. The same can be said for our mean pay gap which comes in at 4.5%.

The above statistics show how committed NOONAN is to address the gender pay gap and how seriously we take rewarding all employees equally in an environment of inclusion and diversity. We look forward to reporting on the progress we are making again in 2019.

Maeve Coffey,  
HR Group Director.

# Our Pay Gap



Pay Distribution	Women	Men
Upper Quartile	44.8%	55.2%
Upper Middle Quartile	42.9%	57.1%
Lower Middle Quartile	53.8%	46.2%
Lower Quartile	55.9%	44.1%

