



mitie

Mitie ROI Pay Gap Report 2022

The exceptional, every day.



Our people are at the heart of our business, helping to deliver the exceptional every day. Our diversity is a major part of who we are – we all have different skills, insight, styles, expertise, and experiences. We are proud of the scale and diversity of our workforce and the breadth of skills and expertise our colleagues offer to our clients. Our diversity makes us stronger.

We continue to make progress on our strategy to make Mitie the destination employer in the FM industry by attracting and retaining a diverse workforce and fostering a truly inclusive culture, where everyone can bring their true selves to work.

At Mitie, we strongly believe that being transparent about the diversity and pay of our workforce is an important step towards creating meaningful change. Like many other organisations, we believe that Pay Gap reporting is a fundamental step on the journey to improving workplace equality.

We remain committed to continuing our efforts in reducing our pay gap by focusing on programs that can really make a difference.

Our efforts over the past 12 months continue to center around four areas. These form part of our long-term, sustainable approach focused on improving the representation of all under-represented groups across all organisational levels.



A bit about Mitie Ireland

Established in 2010, Mitie Ireland is a wholly owned subsidiary of Mitie Group PLC – the UK and Ireland’s leading facilities management and professional services company. We offer a range of specialist services including technical services, security, cleaning, industrial cleaning, landscaping, energy and sustainability, waste and professional consultancy. In Ireland our teams are responsible for looking after a large, diverse, blue-chip customer base, from telecoms and pharmaceutical manufacturing, financial institutions and retailers, to schools and airports.

We operate across the island of Ireland in every town, city and county. We take care of our customers’ people and buildings, by delivering the basics brilliantly and by deploying advanced technology. Pioneering the Connected Workspace, using smart analytics to provide valuable insight and deliver efficiencies to create outstanding work environments for our customers



What is the Gender Pay Gap?

Every year employers in Ireland with more than 250 employees must report the following data:

- The difference between the mean hourly remuneration of employees of the male gender and that of the female gender expressed as a percentage of the mean hourly remuneration of employees of the male gender.
- The difference between the median hourly remuneration of employees of the male gender and that of the female gender expressed as a percentage of the median hourly remuneration of employees of the male gender.
- The difference between the mean bonus remuneration of employees of the male gender and that of the female gender expressed as a percentage of the mean bonus remuneration of employees of the male gender.
- The difference between the median bonus remuneration of employees of the male gender and that of the female gender expressed as a percentage of the median bonus remuneration of employees of the male gender;
- The difference between the mean hourly remuneration of part-time employees of the male gender and that of the part-time female gender expressed as a percentage of the mean hourly remuneration of part-time employees of the male gender.
- The difference between the median hourly remuneration of part-time employees of the male gender and that of the part-time female gender expressed as a percentage of the median hourly remuneration of part-time employees of the male gender.
- The percentage of all employees of the male gender who were paid bonus remuneration and the percentage of all employees of the female gender who were paid such remuneration.
- The percentage of all employees of the male gender who were paid benefits in kind and the percentage of all employees of the female gender who were paid such benefits.
- The difference between the mean hourly remuneration of employees of the male gender on temporary contracts and that of employees of the female gender on such contracts expressed as a percentage of the mean hourly remuneration of employees of the male gender.
- The difference between the median hourly remuneration of employees of the male gender on temporary contracts and that of employees of the female gender on such contracts expressed as a percentage of the median hourly remuneration of employees of the male gender.
- The respective percentages of all employees who fall within each of:
 - (i) The lower remuneration quartile pay band
 - (ii) The lower middle remuneration quartile pay band
 - (iii) The upper middle remuneration quartile pay band
 - (iv) The upper remuneration quartile pay band

Our Gender Pay Gap Data for 2022

Mean and median gender pay gap 2022

| | |
|---------------------------|-----|
| The mean gender pay gap | 22% |
| The median gender pay gap | 10% |

Mean and median gender bonus gap 2022

| | |
|-----------------------------|------|
| The mean gender bonus gap | 48% |
| The median gender bonus gap | -49% |

Bonus gap 2022

| | |
|--------------------------------|----|
| % of Females receiving a bonus | 4% |
| % of Males receiving a bonus | 9% |

BIK gap 2022

| | |
|--------------------------------|----|
| % of Females in receipt of BIK | 2% |
| % of Males in receipt of BIK | 8% |

Mean and median PT hourly rate 2022

| | |
|-----------------------|-----|
| Mean PT hourly rate | 2% |
| Median PT hourly rate | 10% |

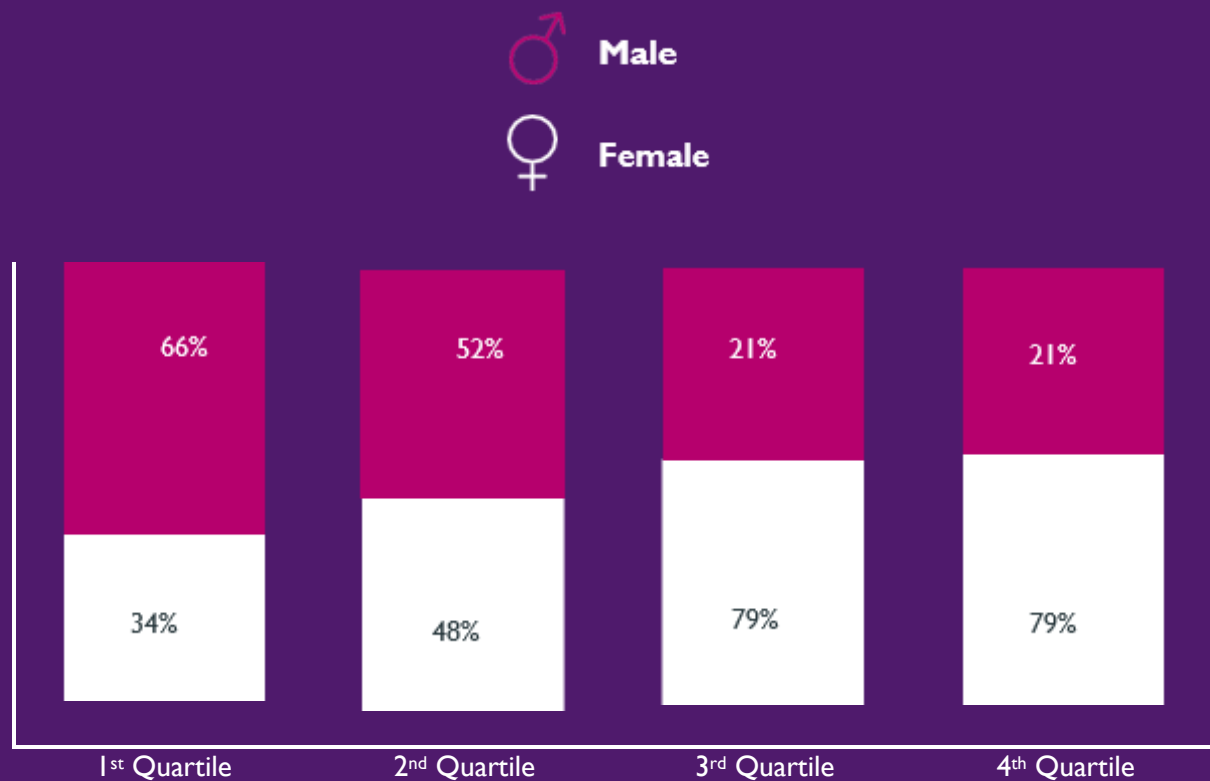
Mean and median temporary hourly rate 2022

| | |
|------------------------------|-----|
| Mean temporary hourly rate | n/a |
| Median temporary hourly rate | n/a |

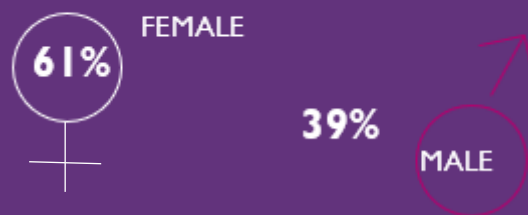
Proportion of males and females by pay quartile.

This is the percentage of male and female colleagues in four quartile pay bands (dividing our workforce into four equal parts).

Proportion of males and females by pay quartile 2022 – Mitie Ireland



THE OVERALL PROPORTION OF MALES AND FEMALES WITHIN MITIE IRELAND IS



Reasons for gender pay gap:

Over 80% of our colleagues in ROI hold roles as either front line Cleaners, Security Officers, or Multi skilled Technicians.

Our cleaning roles are heavily dominated by female colleagues and our security roles are heavily dominated by our male colleagues, which is reflective of the industries. Both sectors are governed by Employment Regulation Orders that determine hourly rates of pay, and at present there is a gap in these rates of pay and as a result this drives an element of our gender pay gap.

In relation to our technical roles, these roles are mainly held by male colleagues, and this also reflects the industry norm, and as they require a technical qualification, they would command higher rates of pay & benefits and hence contributes to our gender gap.

The remaining element of our gender pay gap is the distribution of female vs male colleagues within the 4 quartiles of our business.

Our top quartile has a higher % of males holding more roles than females. Given that roles in the top quartile will have higher salaries and associated benefits in order to keep pace with market practices, and to ensure we can attract and retain the best talent, this has an impact on our gender pay gap.



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