



mitie

Mitie ROI Pay Gap Report 2024

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 customers. 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 all under-represented groups across all organisational levels.



Leadership:

Enabling more under-represented groups into leadership positions through targeted development interventions.

2

Resourcing:

Ensuring our resourcing is fully inclusive and we are hiring from a diverse talent pool.

3

Career Development:

Take action that supports the career progression of under-represented groups.

4

Reward & Recognition:

Create a powerful, engaging, and diverse reward & recognition proposition that rewards the right behavior and celebrates inclusion.

Complementary to these four areas, we have recently outlined our new Equality, Diversity and Inclusion strategy and have revised our pre-existing Equality, Diversity, and Inclusion policy, to ensure that our plans enable us to continue to improve our workplace equality and diversity.

The following pages show our data for 2024, share an overview of Mitie Ireland and what pay gap reporting is and is not.

Les Sheridan
Managing Director – Mitie Ireland

A bit about Mitie Ireland

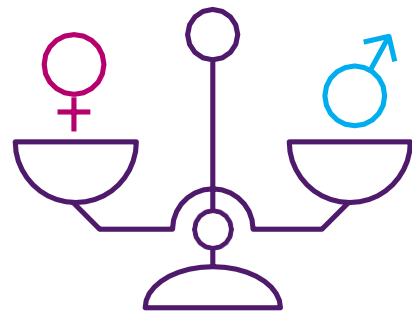
Established in 2010, Mitie Ireland is a wholly owned subsidiary of Mitie Group PLC – the UK and Ireland’s leading facilities management and professional services company. We offer a range of specialist services including technical services, security, cleaning, industrial cleaning, landscaping, energy 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 government offices.

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 with more than 250 employees must report the following data:

- Gender pay gap
- Gender bonus gap
- Proportion of men and women receiving bonuses
- Proportion of men and women in each quartile of the organisation’s pay structure.



The gender pay gap is not the same as equal pay. The gender pay gap is the difference between average male and female pay across the organisation and across all roles. Equal pay means that men and women receive the same pay for carrying out the same work or equivalent work.



Our Gender Pay Gap Data for 30th June 2024

The following table displays the Mitie Ireland gender pay gap data:

Mitie Ireland Group

Mean and median gender pay gap	Year	Mean pay gap	Median pay gap
<p>The mean gender pay gap is the difference in average hourly rates of pay that male and female colleagues receive, expressed as a percentage of male colleagues' earnings.</p> <p>The median gender pay gap is the difference in the midpoints of the ranges of hourly rates of pay for men and women, expressed as a percentage of male colleagues' earnings.</p>	2024	12%	8%
	2023	19%	8%
	2022	22%	10%

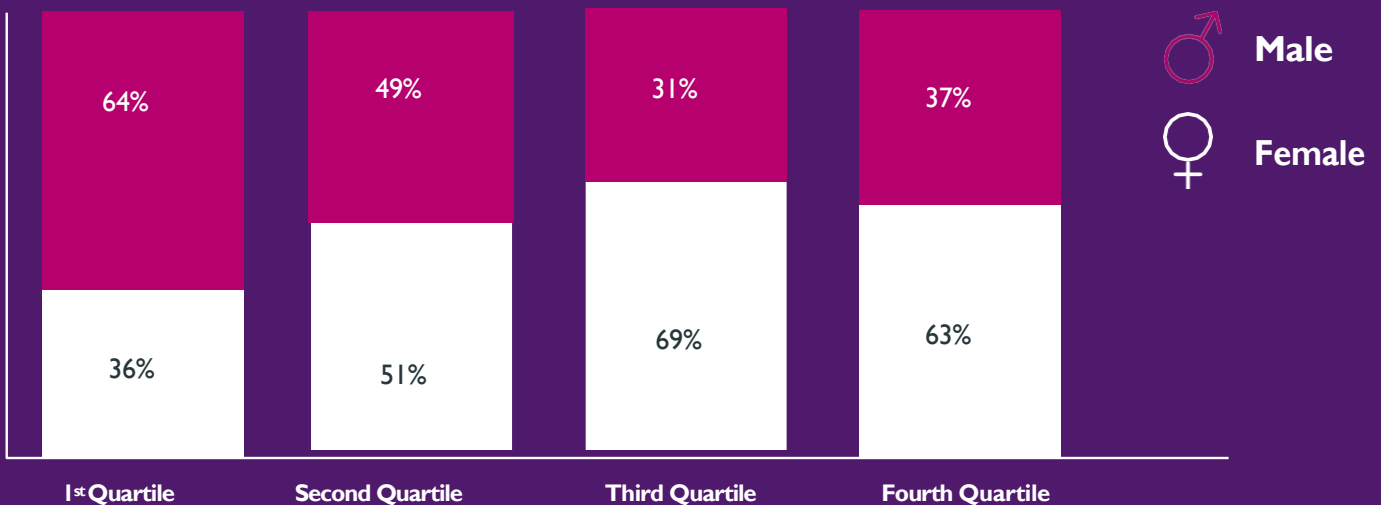
Mean and median gender bonus gap	Year	Mean bonus gap	Median bonus
<p>The mean gender bonus gap is the difference in average bonus pay that male and female colleagues receive, expressed as a percentage of male colleagues' earnings.</p> <p>The median gender bonus gap is the difference in the midpoints of the ranges of bonus pay received by men and women, expressed as a percentage of male colleagues' earnings.</p>	2024	63%	61%
	2023	0%	0%
	2022	48%	-49%

Bonus and BIK gap	Year	Male	Female
% Of Males vs Females receiving a bonus	2024	6%	4%
	2023	9%	5%
	2022	9%	4%
% Of Males vs Females in receipt of BIK (Benefit in Kind)	2024	6%	2%
	2023	7%	2%
	2022	8%	2%

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 2024 – Mitie Ireland



A key contributor to our gender pay gap is that many of our roles are governed by ERO (Employment Regulation Order) rates. An ERO sets the minimum rates of pay and conditions for workers in a specified business sector for example cleaning, security etc.

Our cleaning roles are heavily dominated by female colleagues and our security roles are heavily dominated by male colleagues, which is reflective of the industries. Both sectors are governed by ERO's 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 addition our technical roles are mainly held by male colleagues, (also reflecting the industry norm) and as they require a technical qualification, they command higher rates of pay & benefits which contributes to our gender gap.

THE OVERALL PROPORTION OF MALES AND FEMALES WITHIN MITIE IRELAND IS

