GENDER PAY GAP REPORT 2025

Introduction

In 2021, the Irish Government introduced legislation that made it statutory for organisations with 250 or more employees to report annually on their gender pay gap. This threshold was reduced to 150 employees in 2024 and in 2025 applies to all organisations in Ireland with 50 or more employees. This brings HomeSecure into scope for the first time.

Organisations are required to publish their gender pay gap data annually.

HomeSecure is committed to and compliant with our obligations under the employment equality acts and operates under the principle of equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, family status, sexual orientation, disability or members of the travelling community.

It is important to distinguish between equal pay for equal work or work of equal value which is a requirement under the Employment Equality Acts and the Gender Pay Gap.

It is our policy to pay employees equally for the same or equivalent work, regardless of the employee's sex (or any other characteristic as set out above).

The HR department has oversight for ensuring objective rationale is used for determining salary both at recruitment stage and where an employee progresses to a different role.

HR regularly conduct market reviews to ensure that our compensation offering remains competitive.

HomeSecure is therefore confident that the gender pay gap in our organisation does not stem from paying men and women differently for the same or equivalent work.

Definitions of Key Metrics Used in this Report

Gender Pay Gap

The difference in the average hourly pay of women compared to men in an organisation. The Gender pay gap captures the extent to which women are evenly represented across an organisation.

Mean Pay Gap

The mean pay gap is the difference between women's mean hourly wage and men's mean hourly wage. The mean hourly wage is the average hourly wage across the entire organisation.

Median Pay Gap

The median gender pay gap is the difference between women's median hourly wage (the middle-paid woman) and men's median hourly wage (the middle-paid man). The median hourly wage is calculated by ranking all employees from the highest paid to the lowest paid and taking the hourly wage of the person in the middle.

Pay Quartiles

Pay quartiles are calculated by splitting all employees in an organisation into four even groups according to their level of pay. Looking at the proportion of men and women in each quartile gives an indication of the gender representation at different levels of the organisation.

Data

Table 1. Organisation Profile

Snapshot Date:	**30th June 2025**
Reporting period - From	1st July 2024
Reporting period – To	30th June 2025

	Full Time Employees	Part Time Employees	Total Employees	Of whom are temporary
Male	47 (68%)	0	47	0
Female	22 (32%)	3	24	0
Total	**69**	**3**	**71**	**0**

Table 2. Gender Pay Gap Metrics

	Mean Gender Pay Gap	Median Gender Pay Gap
All Employees	12.19%	12.05%
Part Time Employees	0	0
Temporary Employees	0	0

Table 3. Gender Gap in Bonus

	Mean Bonus Pay Gap	Median Bonus Pay Gap
Bonus	43.03%	49.52%

Table 4. Bonus and BIK % in receipt of Bonus

	% of all Male	% of all Female
% in receipt of Bonus	95.74	91.67
% in receipt of BIK	48.94	8.33

Table 5. Pay Quartiles

Pay Quartiles	% Male	% Female
Quartile 1 (upper)	94.44	5.56
Quartile 2 (upper middle)	58.82	41.18
Quartile 3 (lower middle)	44.44	55.56
Quartile 4 (lower)	66.67	33.33

HomeSecure Gender Pay Gap Commentary 2025

This report provides an analysis of gender pay disparities within the **organisation**, based on the latest reporting period. As with many **organisation**s that have relatively small employee populations, our gender pay gap figures can be disproportionately influenced by the distribution of roles. The impact of a small number of individuals in senior positions can have a big influence on percentages.

The findings indicate a mean gender pay gap of 12.19% and a median gender pay gap of 12.05%, alongside a significantly higher mean bonus gap of 43.03% and median bonus gap of 49.52%.

While representation at senior management level is balanced, structural factors such as role seniority, tenure, and bonus eligibility contribute to these gaps.

Key Drivers of Gender Pay Gap

Senior Management Level
Remuneration varies by function and title, with roles of greater responsibility attracting higher pay. In HomeSecure representation at executive level is equal between genders.

Other Management Roles
Gender mix is relatively balanced, particularly at a management level (approximately 60% male, 40% female). However, males currently occupy roles which attract higher pay scales.

Role Types and Departmental Distribution
Sales and Field-based roles offer higher earning potential due to variable pay structures. Of the 25 non-management staff in these departments, none are female. This absence significantly impacts bonus-related gender pay gaps.

This disparity reflects systemic issues across the Security Industry in Ireland and across the globe that need to be addressed to create a more balanced representation in field-based roles such as SecurFity Advisors and also Sales personnel.

Tenure
Length of service influences pay differences, with longer-serving employees, predominantly male, benefiting from incremental salary increases.

How can HomeSecure address the Gender Pay Gap:

1. **Targeted Recruitment**: Increase female representation in Sales and Field-based roles through focused recruitment campaigns.
2. **Career Development:** Provide continued training and certification support to enable progression into higher-paying technical roles.
3. **Retention Strategies**: Implement mentorship and flexible working arrangements to support long-term career development for women.