



Ireland

Gender Pay Gap

2024 Report

nostra.ie

Introduction

This is Nostra's first Gender Pay Gap Report, using a snapshot of the period from 26th June 2023 to the 24th June 2024. This report has given us valuable insights into the gaps that exist between gender pay at Nostra.

As an equal opportunity employer, we already have structures and programmes in place to promote a diverse workforce. In 2024 we launched a Female Forum and saw a 54% increase in female managers in the year up to 24th June 2024.

Narrowing the pay gap and increasing opportunities for women in Nostra is a priority in 2025.



Reporting Metric

Mean Hourly Remuneration

12.21%

Difference between mean hourly remuneration of all male and female employees expressed as % of mean hourly remuneration of male employees

18.87%

Difference between mean hourly remuneration of male and female part-time employees expressed as % of mean hourly remuneration of part time male employees

-4%

Difference between mean hourly remuneration of male and female employees on temporary contracts expressed as % of mean hourly remuneration of male employees on temporary contracts

Reporting Metric

Median Hourly Remuneration

11.9%

Difference between median hourly remuneration of male and female employees expressed as % of median hourly remuneration of male employees

20.7%

Difference between median hourly remuneration of male and female part-time employees expressed as % of median hourly remuneration of part time male employees

2.6%

Difference between median hourly remuneration of male and female employees on temporary contracts expressed as % of median hourly remuneration of male employees on temporary contracts

Reporting Metric

Bonus Remuneration

23.6%

Percentage of female employees who received bonuses

29.42%

Difference between median bonus remuneration of male and female employees expressed as % of median bonus remuneration of male employees

-3%

Difference between mean bonus remuneration of male and female employees expressed as % of mean bonus remuneration of male employees

21%

Percentage of male employees who received bonuses

Reporting Metric

Benefit In Kind

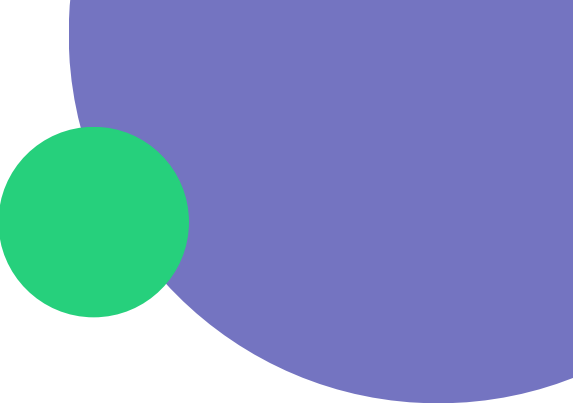
63.63%

Percentage of female employees
who received benefits in kind

72.5%

Percentage of male employees
who received benefits in kind

Hourly Remuneration Quartiles



	Quartile 1 Lower	Quartile 2 Lower Middle	Quartile 3 Upper Middle	Quartile 4 Upper
Male	66.67%	82.53%	84.37%	80%
Female	33.33%	17.46%	15.63%	20%



Methodology

The data source for this report was provided by Nostra's internal finance department, extracting relevant payroll data from Brightpay HR.

The relevant data was pulled from the Brightpay system, alongside HR Locker for the period 26th June 2023 to 24th June 2024. This data relates to a workforce of 255 employees.

The following steps were taken to extract relevant employee data for gender pay gap reporting:

- 1.** Identification of Nostra's headcount from all sites at the snapshot date, 24th June 2024. This was identified using the Human Resource Management System – HR Locker.
- 2.** Extraction of payroll information from Brightpay for the period 26th June 2023 to 24th June 2024.
- 3.** Grouping of all payroll values that fall under Ordinary Pay (normal salary, overtime payments, pay for sick leave and salary top-ups including maternity and paternity pay) and calculate hours worked for each employee.

Methodology

3. Grouping of all payroll values that fall under Ordinary Pay (normal salary, overtime payments, pay for sick leave and salary top-ups including maternity and paternity pay) and calculate hours worked for each employee.

Calculate bonus pay for employees by adding together performance bonuses and commission payments.

4. Calculate the hourly remuneration by dividing the Ordinary Pay amount by the hours worked.

5. Added details on each employee's working pattern – full-time, part-time or temporary.

6. Calculated the percentage of males and females that received bonuses- this was done by dividing the number of males that received bonuses by the total number of male employees and multiplying by 100. The same step was taken for females.

Methodology

7. The percentage of males and females that received Benefit In Kind was calculated by dividing the number of males that received BLK by the total number of male employees and multiplying by 100. The same step was taken for females.

8. Employees were sorted by hourly remuneration in order to create quartiles- lower, lower middle, upper middle and upper quartile.

9. The gender pay gap in mean hourly remuneration was calculated by subtracting the female mean hourly remuneration from the male mean hourly remuneration dividing this by the mean hourly remuneration for males and multiplying by 100. This step was replicated for Part-time and temporary employees.

10. The gender pay gap in mean bonus remuneration was calculated following the same steps as in point 9.

Methodology

11. The gap between the median hourly remuneration for males and females was calculated by subtracting the female median hourly remuneration from the median male hourly remuneration and dividing this by the median male remuneration. This step was replicated for part-time and temporary employees.

12. The gender pay gap in median bonus remuneration was calculated following the same steps as in point 11.



Reasons for the Gaps

- 1.** The Gender Pay gap is influenced by the underrepresentation of women across the organisation, comprising 22% of the workforce and within Technical and Engineering roles, where many roles with higher remuneration and overtime allowances apply.
- 2.** The representation of women in senior leadership roles at Nostra is limited, with females accounting for 13% of the Senior Leadership Team.
- 3.** There is an imbalanced graduate pipeline, with fewer females graduating with STEM qualifications. This impacts the talent pool, which contributes to the underrepresentation of women in technical roles.

Interventions to address the gaps

To support greater gender diversity in STEM roles, Nostra has partnered with **FIT Female in Tech** and the **Digital Skillnet Women Returner Programmes**. These initiatives aim to increase the representation of women within our technical departments by encouraging female participation in technology-focused careers. Through these partnerships, we are committed to addressing gender imbalances and fostering an inclusive environment that promotes career progression for women in STEM disciplines.

4% of the workforce avail of part-time working, notably 82% of part-time employees are female. Nostra aims to improve family friendly and flexible working arrangements.

Nostra is committed to fostering a workplace that supports and values its female employees. We introduced **quarterly female forums**, providing an open platform for women across the organisation to share feedback and suggest improvements. These insights help shape initiatives to enhance our employee experience and position Nostra as an employer of choice for women.

Interventions to address the gaps

As a result of this feedback, we have partnered with **Riley**, ensuring period care products are available across all offices, demonstrating our commitment to creating an inclusive and supportive work environment.

Nostra has introduced an enhanced **Maternity and Paternity Benefit** for all employees. These benefits aim to provide financial support for new parents, fostering a culture that promotes equality.

Nostra are an **Equal Opportunities Employer**, committed to fostering a workplace where all individuals are treated fairly and equitably. Our recruitment policies ensure transparency and inclusivity, with gender-balanced interview panels designed to support our gender balance objectives. We provide equal opportunities in pay, training, career progression, and working conditions. These practices reflect our dedication to creating a diverse and inclusive workplace.

Conclusion from CEO

At Nostra, we are committed to fostering an inclusive workplace where all employees have equal opportunities to succeed and thrive. Embracing diversity is a key part of our People & Culture pillar.

This is Nostra's first Gender Pay Gap Report. It has given us the opportunity to review and analyse the current gaps within our company. We know that these gaps are influenced by the differences in job roles, seniority levels and overall industry wide trends. This industry is still underrepresented by women.

Moving forward, we will continue to address the disparities. This includes enhancing our recruitment and promotion process, providing opportunities for women to enter the industry and ensuring pay equality at all levels.

We believe that a diverse and equitable workforce is key to innovation, creativity and long-term success. By making gender equality a priority, we are not only fulfilling our corporate social responsibility but also investing in a brighter future for our employees, customers and communities.

Kevin O'Loughlin
CEO





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