



# Gender Pay Gap Report 2024

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Registered Office:

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Company Registered in Ireland Number: 467144

## What is the Gender Pay Gap and why is it important?

Gender pay gap is the difference between the average earnings of males and females, expressed relative to male earnings. The legislation requires organisations to report on;

- The difference between the mean and median hourly pay of male and female employees
- The difference between the mean and median bonus pay of male and female employees
- The difference between the mean and median hourly pay of part-time and temporary male and female employees
- The percentage of male and female employees who received bonuses and benefits in kind
- The percentage of male and female employees in four quartile pay bands

## How is 'Equal Pay' different?

The gender pay gap is a measure of the difference between the average hourly and bonus earnings of all male and females in the business and does not consider the role in the organisation, performance history or any other differentiating factors.

The gender pay gap should not be confused with equal pay, which requires organisations to pay males and females equally for performing the same / similar work or work of equal value.

Gender pay gap reporting is important as part of a wider strategy within Yuno Ltd to address female participation rates and employment gaps between gender, and we are fully committed to the Employment Equality Acts 1998-2015.

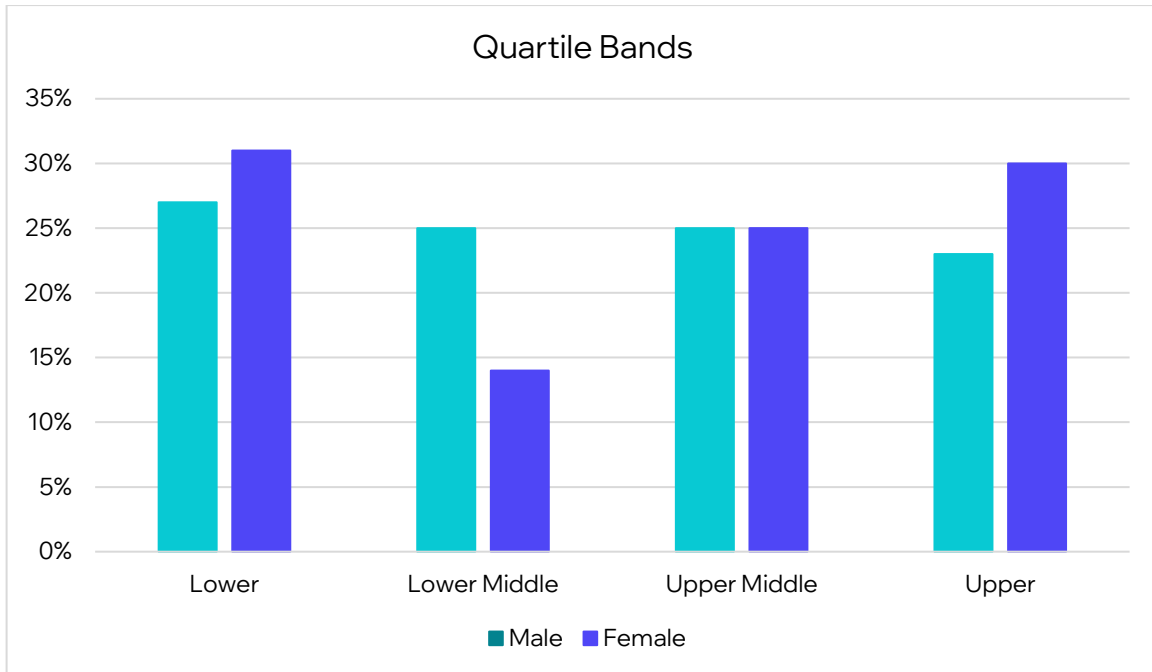
*Our report is based on a snapshot date of the 30th June 2024.*

We understand that our people are what makes our success what it is today, and together we can grow and strengthen the qualities that define our environment.

Through the Great Places to Work network, we have been able to listen to our people and gain invaluable feedback. With regards to our inclusiveness and diversity, we are proud that our people have always scored us highly in this area, with over 90% of employees expressing this, and we will continue to focus on this in 2025 and beyond.

## Report findings

Reporting Criteria	2024		2023	
	Mean	Median	Mean	Median
Hourly pay gap: all employees	-6.5%	-4.7%	-7.8%	-6.2%
Hourly pay gap: part-time employees	-61.5	-8	0%	0%
Hourly pay gap: employees on temp contracts	-2.5	-20.0	n/a	n/a
Bonus pay gap	10.2%	25.2%	2.0%	21.2%
	Male	Female	Male	Female
Bonus recipients	90.4%	90.1%	89.2%	93.4%
Benefit in Kind recipients	2.4%	2.6%	1.6%	2.5%
Quartile Bands	Male	Female	Male	Female
Lower	23%	30%	23%	31%
Lower Middle	29%	16%	29%	15%
Upper Middle	25%	25%	26%	21%
Upper	23%	29%	22%	32%



## Explaining Our Numbers:

This is our third year of publishing a gender pay report. We are very pleased that we continue to have a negative pay gap in relation to hourly pay; this means female employee pay is slightly higher on average than male colleagues. We have increased female representation in the 'upper middle' quartile pay band which is now the same proportion of females to males.

We continue to have a higher proportion of women in the 'upper quartile' pay band, meaning more women are now represented in mid management and senior management positions.

There is a mean bonus pay gap which has widened year on year. This is due to growth in our sales teams where a higher percentage of males continue to be employed, and which include a higher variable pay element (sales commission). We have grown our female

workforce this year, but mainly in non-Sales teams with lesser opportunities for higher variable pay.

We have a small proportion of employees working Part Time. The mean hourly pay gap is in favour of women due to females working part time but within senior roles.

A slightly higher proportion of our female employees received a bonus than male colleagues and slightly more were recipients of benefit in kind.

We have made great progress in growing female levels of participation in our Company, however there are areas that still have higher number of males. We will continue with our aim to attract more females into these teams in 2025 and beyond.



[Get in Touch](#)

If you have any queries regarding our policies, please get in touch:

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