



# Gender Pay Gap Report 2025

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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 2025.*

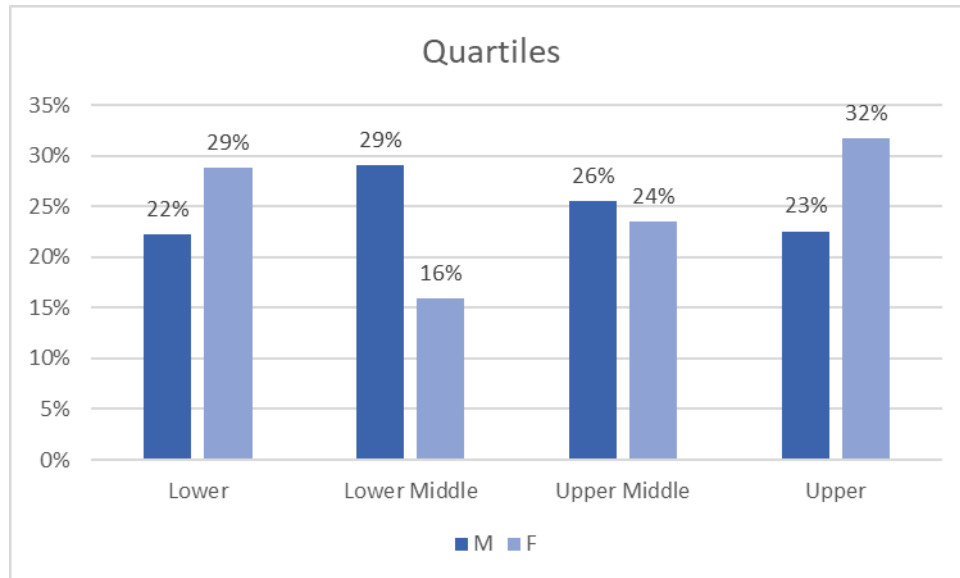
We understand that our people are what makes our success what it is today, and together we can grow and strengthen the qualities that define our environment.

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

	2025		2024	
Reporting Criteria	Mean	Median	Mean	Median
Hourly pay gap: all employees	-9.5%	-4.2%	-6.5%	-4.7%
Hourly pay gap: part-time employees	-9.0%	-4.6%	-61.5	-8
Hourly pay gap: employees on temp contracts	-4.0%	7.4%	-2.5	-20.0
Bonus pay gap	0.97%	16.5%	10.2%	25.2%
	Male	Female	Male	Female
Bonus recipients	91.3%	91.4%	90.4%	90.1%
Benefit in Kind recipients	3.0%	2.7%	2.4%	2.6%
Quartile Bands	Male	Female	Male	Female
Lower	22%	29%	23%	30%
Lower Middle	29%	16%	29%	16%
Upper Middle	26%	24%	25%	25%
Upper	23%	32%	23%	29%





## Explaining our numbers:

This is our fourth 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 higher on average than male colleagues.

There has been an increase in men in the 'Lower Middle Quartile' this year, however there is a significant increase in female representation in the 'Upper' quartile pay band meaning more women are represented in senior management positions. Combining both the 'Upper Middle' and 'Upper' quartiles show more females to males.

The mean bonus pay gap has reduced significantly from last year and is now nearly on par for men and women.

The median bonus gap remains; however, this too has reduced significantly compared to 2024 (down from 25.2%). This is because there remains a higher percentage of males employed in Sales and Retention roles, and which include a higher variable pay element (sales commission).

We have a small proportion of employees working Part Time and both the mean and median hourly pay gap is in favour of women.

We have an even smaller group on temporary contracts, with the majority of those being male.

The recipients of bonuses across male and female is almost identical.

While very few employees receive benefits in kind, the rate is very similar for men and women.





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, particularly in the Lower Middle Quartile. 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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