



# Gender Pay Gap Report

## June 2022



# SAP Landscapes Gender Pay Gap Report

## June 2022

SAP Landscapes are publishing their first Gender Pay Gap report in line with the Irish government's reporting legislation. This report will provide transparent pay data throughout our organisation.

### Equality

SAP Landscapes are committed to creating an environment that ensures equal opportunity and inclusivity for all employees. We are proud to have a diverse workforce and are working towards improving the gender balance within our organisation.

### What is the gender pay gap?

The gender pay gap is the difference in the average hourly wage of women and men across a workforce.

### What is equal pay ?

Equal pay is women and men receiving equal pay for the same role. At SAP Landscapes we believe we have equal pay.

FEMALE

9%

of workforce



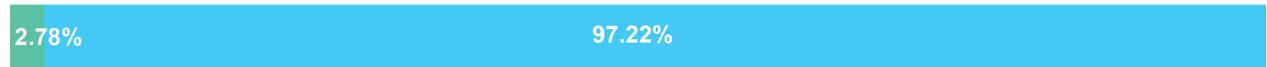
MALE

91%

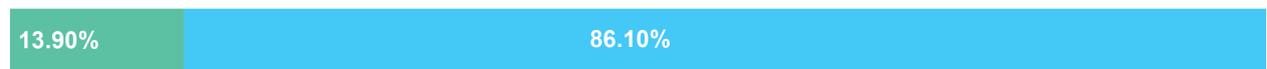
of workforce



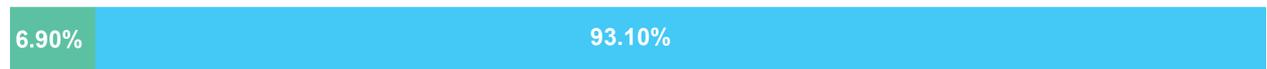
Lower Hourly Pay Quarter



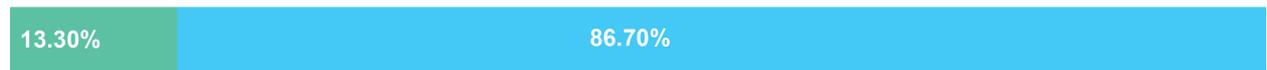
Lower Middle Hourly Pay Quarter



Upper Middle Hourly Pay Quarter



Upper Hourly Pay Quarter



## Hourly Pay

The average mean pay gap is 10.01%. In this instance female employees are paid 10.01% more than male employees. The median hourly pay gap is 8.9%. In this instance female employees are paid 8.9% more than male employees.

MEAN

10%

MEDIAN

8.9%

### PAY DIFFERENCE BETWEEN MEN AND WOMEN

Females



Males



## Bonus Pay

Of the employees that received a bonus 5.3% were female and 94.64% were male. The mean bonus pay gap is 69.03%.

Male employees received 69.03% more than female employees. The median bonus pay gap is 13%. Female employees received 13% more than male employees.

MEAN

**69%**

MEDIAN

**13%**

---

### PORPORTION OF MALES AND FEMALES RECEIVING BONUS PAY

Males

Females



## Male and Female Senior Management in 2021

### MALE AND FEMALE SENIOR MANAGEMENT IN 2021

Females

Males



## Why the gap?

Employment in the landscaping industry has traditionally been male dominated and this impacts the gender balance in our organisation. A large portion of employees in the lower remuneration quartile are male while we tend to have more female employees in administration and office based jobs. Our senior management team is 28% female.

## Closing the gap

SAP Landscapes are on a continuous journey of education and change in an effort to improve gender balance and are committed to increasing the representation of female employees across all professions and levels within our organisation. We are aware that this will take time, not only for us, but for the whole landscaping industry, and it is a challenge we are embracing.

We recognise the value and importance of female talent and inclusion in the workplace and are actively encouraging female applicants to join our company. We see transition year as an opportunity to promote the landscaping industry and explain the various roles available. We have attended career fairs and employed many female students for summer work and will continue this in the coming years.

We are focussed on long term results and will continue to monitor and measure our progress against our commitments throughout the year.