2024

GENDER GAP REPORT

netwatch

Introduction

This report sets out the gender pay gap statistics for Netwatch in relation to the reporting year of 2023/2024. This is the first Gender Pay Report for Netwatch Ireland.

The following information has been calculated in accordance with the Gender Pay Gap Information Act 2021. The Company intends to comply with the requirements as set out within the Act as part of its commitment to inclusion, diversity and equal opportunities. The Act requires employers to report and publish information relating to their Company's gender pay gap and where there is a gap to explain why there is a gap and what measures are being taken to reduce it.

The Gender Pay Gap

The gender pay gap is the difference between the average pay of men and women, expressed as a percentage. The gap is calculated across the entire workforce of an organisation.

It is crucial to our understanding of gender pay disparity to recognise that the gender pay gap is different to equal pay. Equal pay is where there is a discriminatory pay difference between men and women who carry out the same job, jobs rated as equivalent or work of equal value. The existence of a gender pay gap does not automatically give rise to any discrimination or equal pay matters.

Company Overview

netwatch

Netwatch is a global leader in the Ai-driven video monitoring technology and service market. We deploy the most advanced remote monitoring technologies to proactively protect our client's properties, people and assets, powered by our state-of-the-art proprietary software.

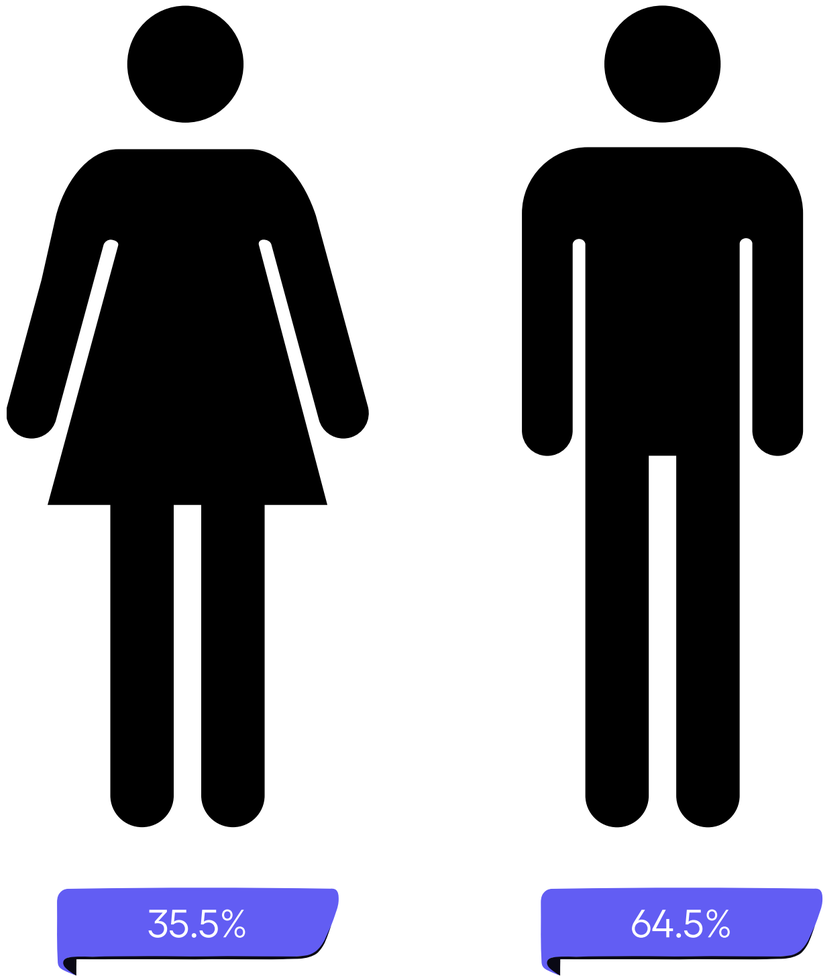
Netwatch was the first company in Europe to combine video processing and monitoring services and technologies with satellite communications, to provide safe, preventative and cost-effective protection for clients across the world.

Our mission is to create a fearless environment. Since our inception in 2003, Netwatch has prevented more than 125,000 crimes and currently monitors in excess of 45,000 cameras worldwide. As part of our mission, we are committed to the recruitment and retention of the very best talent.

Our Commitment

Dedication to Equality and Diversity

We are committed to equality of opportunity and to providing services and practices which are free from discrimination.



Gender Pay Gap Reporting Data

Gender pay gap for part-time employees
Mean 2.30%

Gender pay gap for part-time employees
Median 7.85%

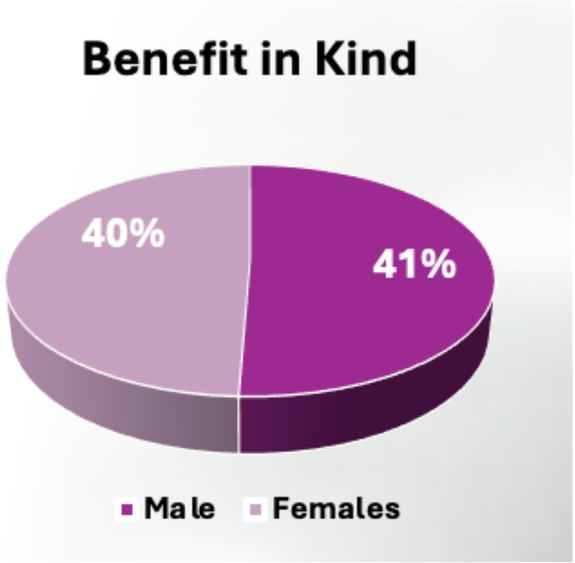
Gender pay gap for all employees
Mean 15.01%

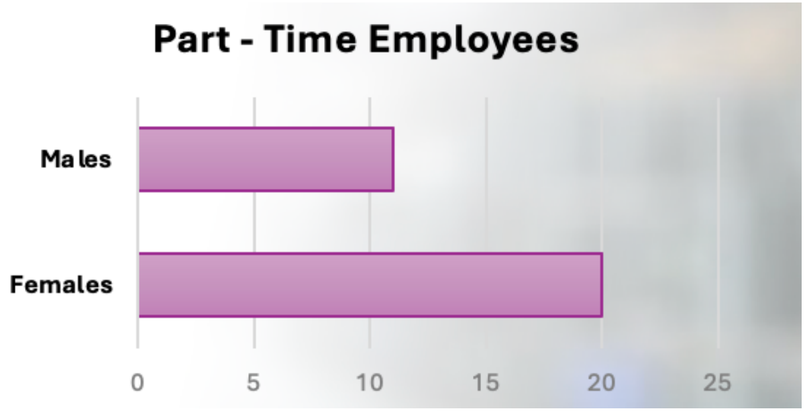
Gender pay gap, bonus pay
Mean 64.46%%

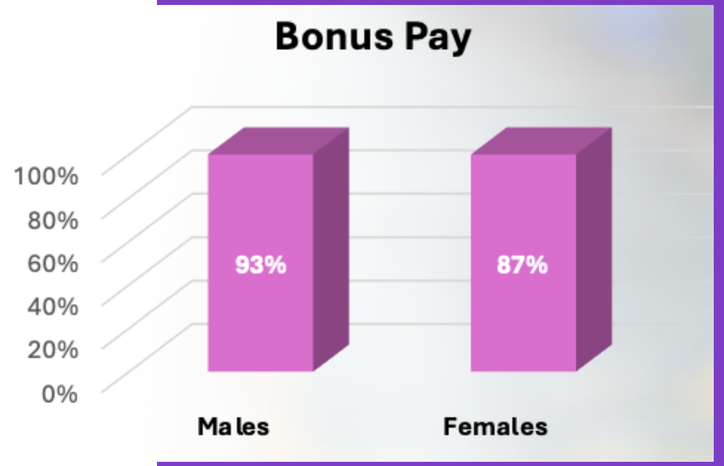
Gender pay gap for all employees
Median 9.89%

Gender pay gap, bonus pay
Median 70.71%

Gender Pay Gap Reporting Data

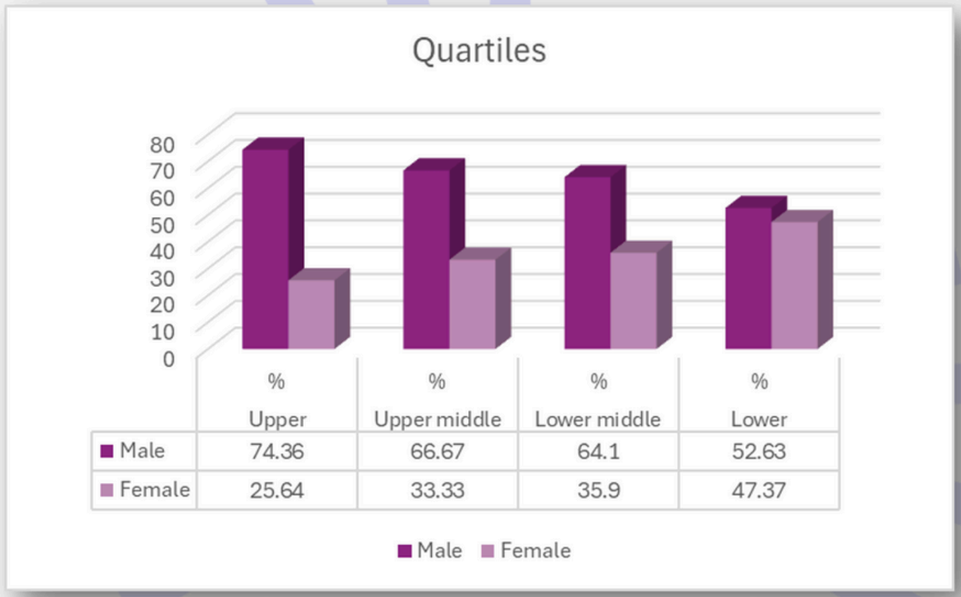






Salary Pay Quartiles

	Upper	Upper middle	Lower middle	Lower
	Number	Number	Number	Number
Male	29	26	25	20
Female	10	13	14	18



What’s Next

Understanding the reason for the Gender Pay Gap

Our Gender Pay gap aligns with the fact we have more male than female employees, two thirds of the employees are male and one third are female. There is a gender imbalance at Senior Level Roles and within key technical areas including Sales, Engineering and Research and Development (R&D).

Within our Communications Hub, we have 23 females and 32 males although pay structure is set in regards hourly rates of pay. The nightshift attracts a higher rate of pay, due to the nightshift premium paid. The nightshift is predominately male employees. Majority of females work part time on the day shift.

Actions We Are Taking

- Paid Maternity (employer top up for 26 weeks) and Paternity leave (employer top up for 2 weeks) introduced in 2022 this has had a beneficial impact on pay for employees whilst away from the business.
- Diversity bronze awarded for 2022 & 2023
- Diversity and Inclusion Policy updated January 2024

We have developed the following measures to address the identified gender pay disparity. Progress will be proactively monitored on an ongoing basis. The overall progress will be reported in subsequent gender pay gap reports.

The measures will form part of the Company's commitment to equality and diversity and will be implemented in line with our policies.

- Implement further coaching, mentoring and upskilling for employees, increasing female participants and promoting professional development and career progression.
- Working towards the EU Directive in relation to transparency of pay, by implementing pay structures for departments outside of our Communications Hub and Technical Operations Department.

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