2025
GENDER GAP REPORT

netwatch

Introduction

This report sets out the gender pay gap statistics for Netwatch in relation to the reporting year of 2024/2025. This is the second 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 world leader in proactive video monitoring, with a mission “to create a fearless environment” in which people and spaces are safe and secure.

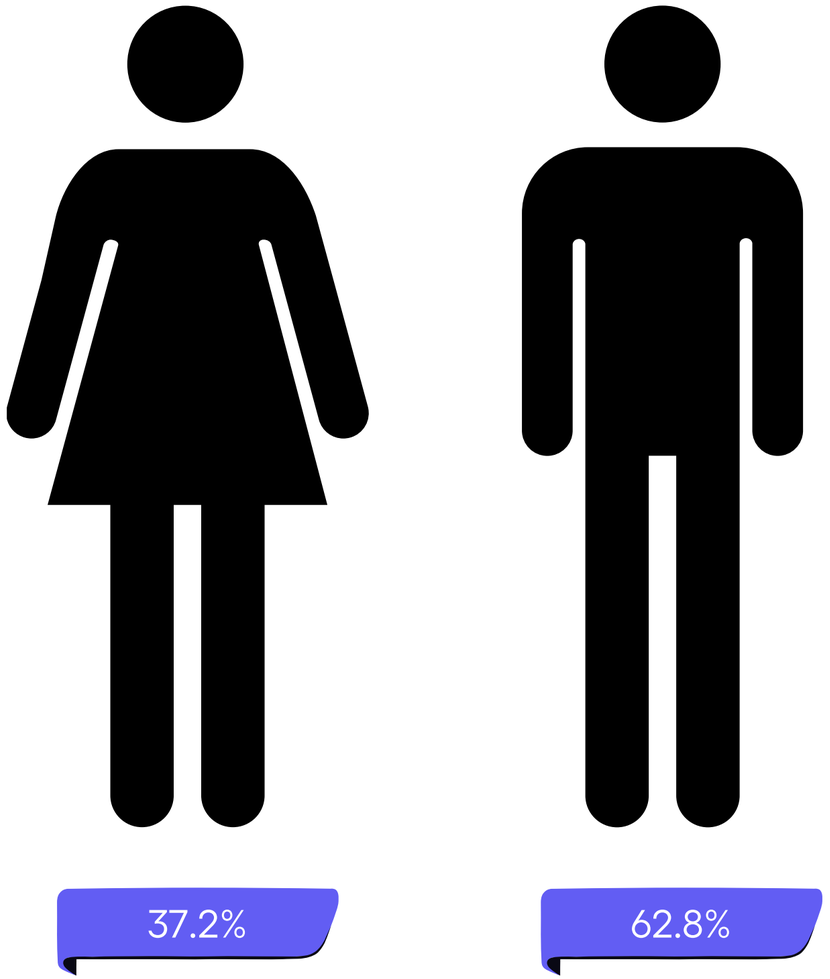
Netwatch’s success is due to a combination of factors. It has been driven not only by outstanding technology, but by the collective experience of a team of professional and enthusiastic people. This close-knit team collaborating internally, with customers and within the global security industry, has enabled the leading proactive video monitoring service provided today.

The company is driven by a combination of people, technology and intelligence. And it’s the people that drive its mission. Its monitoring hubs — staffed by local and industry experts — demonstrate the strength, adaptability and versatility of the business.

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 0.51%

Gender pay gap for part-time employees
Median 1.53%

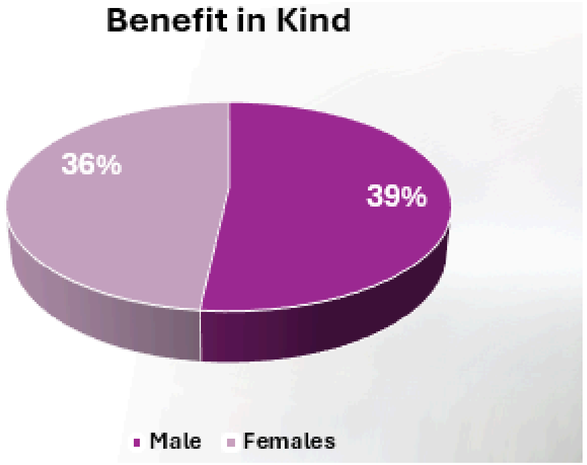
Gender pay gap for all employees
Mean 19.56%

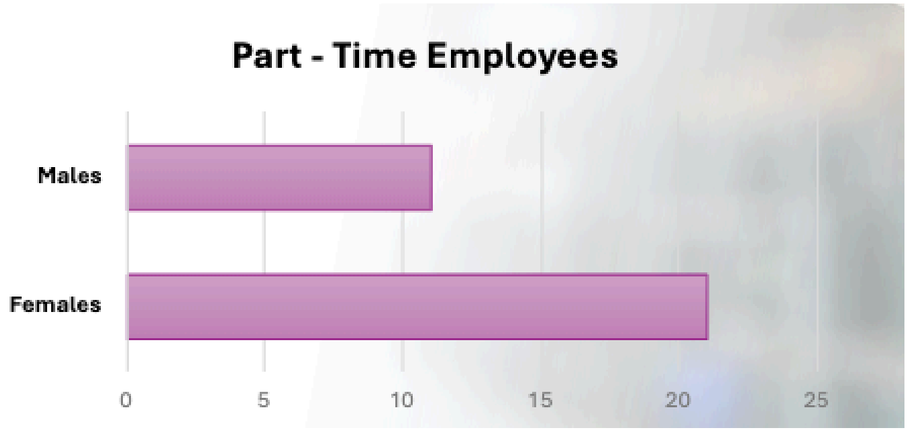
Gender pay gap for all employees
Median 16.50%

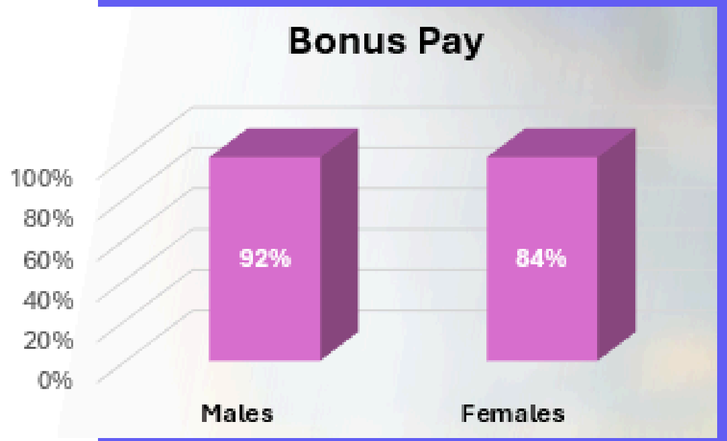
Gender pay gap, bonus pay
Mean 55.21%

Gender pay gap, bonus pay
Median 1.96%

Gender Pay Gap Reporting Data

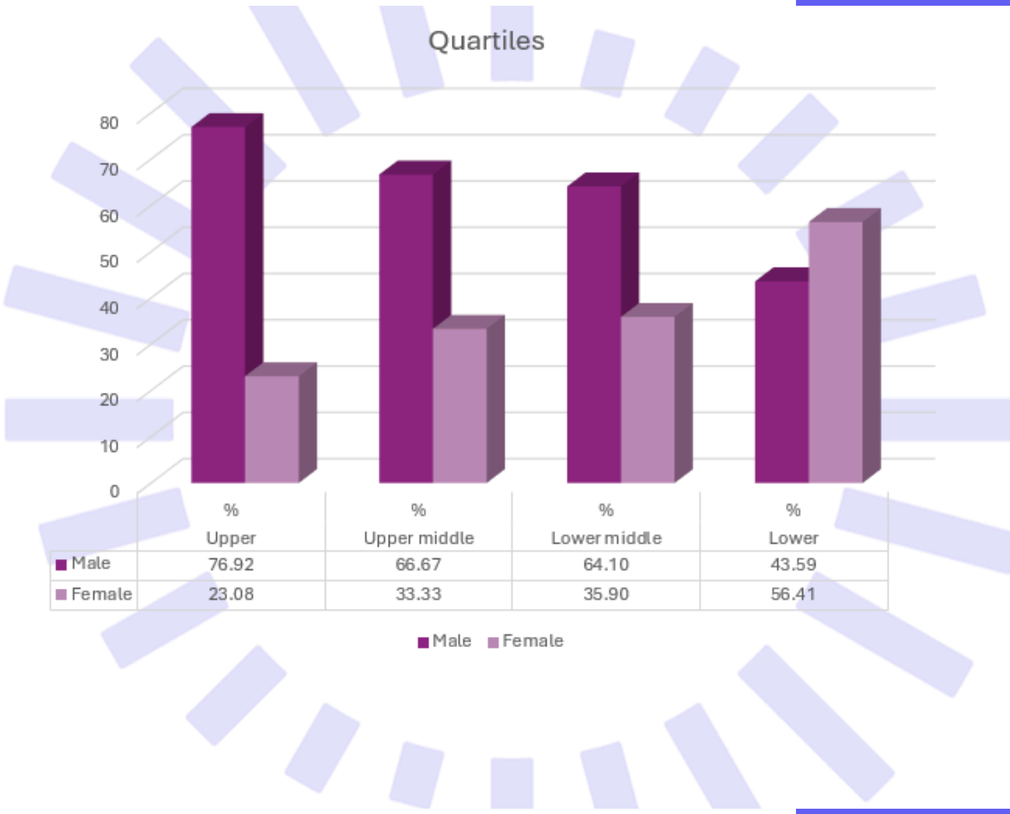






Salary Pay Quartiles

	Upper	Upper middle	Lower middle	Lower
	Number	Number	Number	Number
Male	30	26	25	17
Female	9	13	14	22



What’s Next

Understanding the reason for the Gender PayGap

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 26 females and 39 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.
- Flexible working / remote hybrid working. Flexible arrangements around Parental Leave
- Leadership Courses – enrolment for courses ensure Gender balance of those attending
- We achieved the Diversity bronze award for 2024 from the Irish Centre for Diversity.
- Netwatch were awarded the Workplace Health and Wellbeing Award 2025 at the Carlow Business Awards
- The Executive Leadership Team (ELT) has increased by one. (Female)

We have developed the following measures which seeks 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 Netwatch's commitment to equality and diversity and will be implemented in line with our policies.

- Continue to Implement further coaching, mentoring and upskilling for employees, increasing female participants and promoting professional development and career progression.
- Apprenticeship programmes, Research & Development, Technical Operations, IT and Sales. With the aims of enhancing our Gender Profile.
- Continue 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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