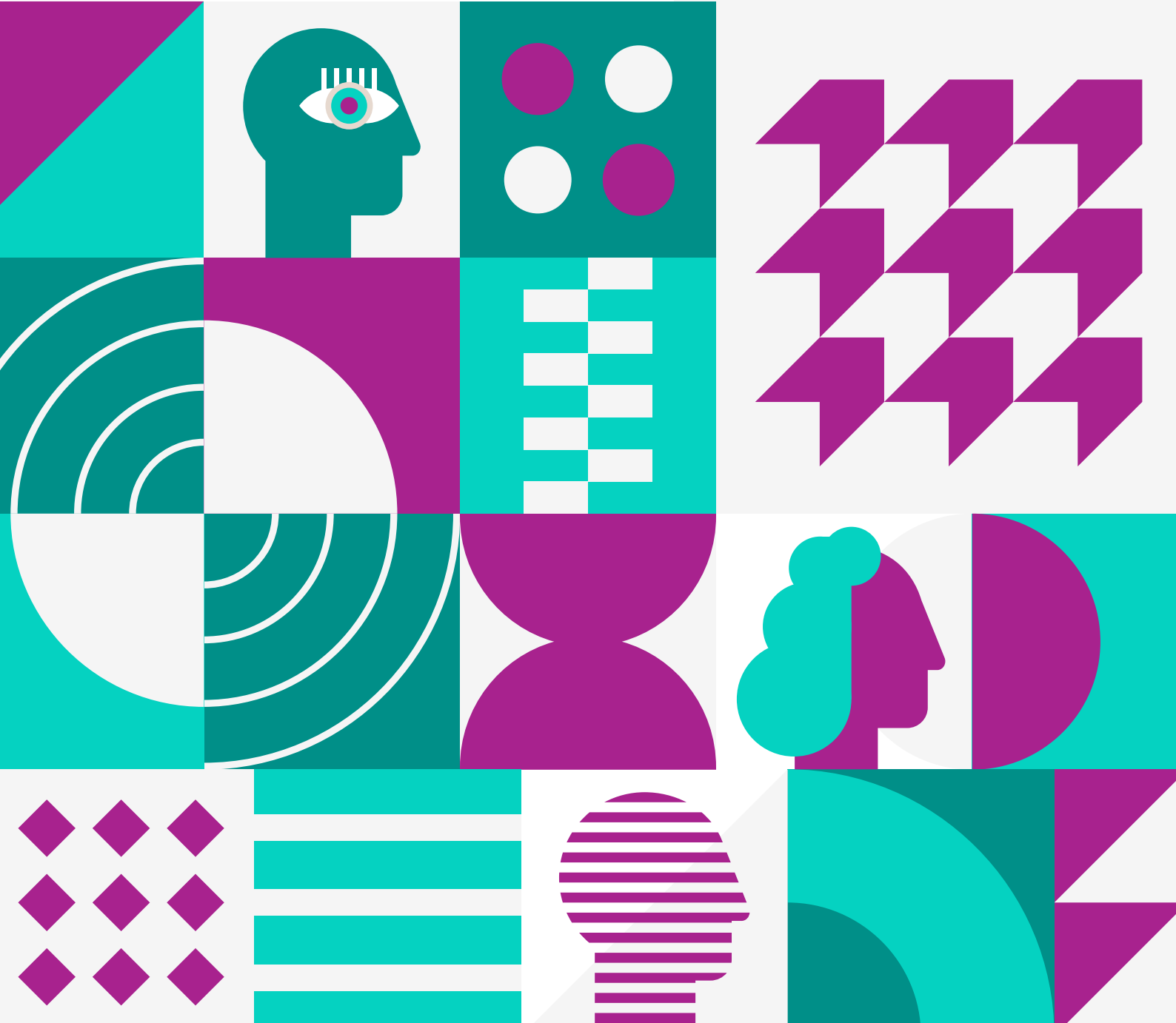


# Gender Pay Gap Report 2024

COMPASS | IRELAND

Levy | IRELAND





## Deirdre O'Neill Managing Director, Compass Ireland

At Compass Ireland, we are clear in our vision: creating a workplace where everyone has the opportunity to succeed. Over the past year, we have continued to take decisive steps to address gender pay disparity in our industry, focusing on tangible actions that drive real change. This report, our third Gender Pay Gap Report, reflects the progress we've made and the challenges we are determined to overcome.

The report highlights encouraging progress amid significant business growth. The median pay gap reduced from 5.8% to 5.6%, and female representation among Site Managers reached 48%, putting us on track for gender parity in this critical role. We also saw reductions in median and mean bonus pay gaps, reflecting more inclusive recognition practices.

On International Women's Day, we launched the catering industry's first-ever chef maternity jacket. It's a practical step, but one that speaks volumes about our intent to support women across all aspects of their careers.

We've had the privilege of working with incredible female role models, Holly White and Mindi Keane, two inspiring voices helping us show that food and hospitality can be a career path for everyone. Their influence has brought fresh perspectives that challenge the status quo and open doors for more women to explore our industry.

Through our involvement with Women Mean Business and through my role as Ambassador for the network, we've taken steps to support women in leadership, fostering conversations and connections that equip female leaders to take their next step with confidence. These initiatives are part of a wider effort to drive progress, not just within Compass Ireland, but across our industry.

The data in this report reflects the complexity of our journey. While we've seen gains in key areas, such as increased female representation in management roles, other areas remind us that we still have work to do, and progress is not always linear. The integration of new businesses and the realities of our industry highlight the importance of sustained focus and effort.

We're tackling these challenges with a clear vision and a determination to make meaningful, lasting change.

Deirdre O'Neill  
*Managing Director, Compass Ireland*

*Deirdre O'Neill, Managing Director, Compass Ireland (centre right) and her executive team*





## Barry Storey

### Managing Director, Levy Ireland

At Levy Ireland, our team is our greatest strength, and our company culture built on respect, inclusion, and integrity, empowers every person to achieve their full potential.

As part of Compass, we are determined to ensure every team member feels valued and supported in their career journey.

We celebrate the diversity of our people through initiatives like Within, Ability, Pride in Food, You Matter, and Women in Food. These networks foster a sense of belonging and amplify important voices within our diverse workforce. Our Women in Food network exemplifies this ethos, championing and supporting women not only within Levy Ireland but across the broader hospitality industry.

We are proud of our workforce, with women representing almost 52% of our overall team. Our female management team highlights the strength of inclusion in action, comprising 48% of our colleagues at this level. This demonstrates our belief that diverse perspectives drive business excellence, and our figures are broadly aligned with Compass Ireland.

There is always more to achieve, and we remain focused on building a workplace where everyone feels valued, supported, and welcome. Our journey continues, and we are determined to ensure we create an environment where everyone can thrive.

We are shaping the future of Irish hospitality with purpose and pride.

**Barry Storey**  
*Managing Director, Levy Ireland*

*Levy Ireland's Aviva Stadium Sales Team attending the AIPCO conference at Leopardstown Racecourse, September 2024*



# Report Summary

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Compass Ireland's operations have experienced significant growth, doubling in size over the past year. This growth, driven by the expansion of our Levy Ireland business and the acquisition of Glanmore Foods, has introduced new dynamics in our gender pay gap data, offering valuable insights that inform our ongoing efforts to create opportunities for all.

## Key Insights:

### Median Pay Gap:

Despite the substantial increase in workforce, the median pay gap has slightly reduced from 5.8% in 2023 to 5.6% in 2024. This improvement reflects progress in achieving a more balanced pay distribution across gender.

### Management Representation:

Encouragingly, female representation among Site Managers has increased to 48%, with the business on track to achieve gender parity in this critical role. This demonstrates positive progress in developing and promoting women into leadership positions.

### Bonus Pay Gap:

Both the median and mean bonus pay gaps have decreased in 2024. This is due to a slightly higher representation of men in the upper-quartile roles that attract performance-related pay.

Compass Ireland is committed to taking purposeful steps to ensure equity and inclusion are at the heart of our workplace and achieving gender balance at every stage of the organisation.

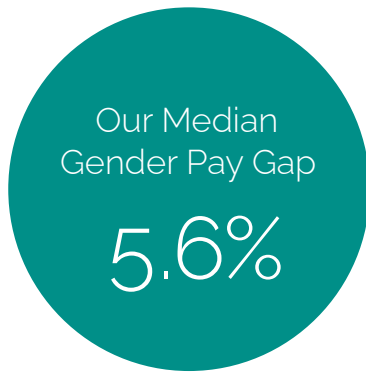
### Mean Pay Gap:

The mean pay gap increased from 6.8% to 10.7% due to shifts in pay distribution. This is because a higher proportion of females occupy roles in the lower pay quartile, influenced by Glanmore's acquisition, which brought in a predominantly female workforce in frontline roles. Conversely, a larger proportion of males are in the upper pay quartile, attributed to the industry-wide prevalence of males in skilled chef positions, of which over 80% are male.

Addressing the mean pay gap will require targeted efforts to attract and train more females in skilled chef roles and increase the representation of women in senior management positions.

# Section 1: Our Gender Pay Gap

Figures below are consolidated across all Compass Ireland entities and include Glanmore Foods\*



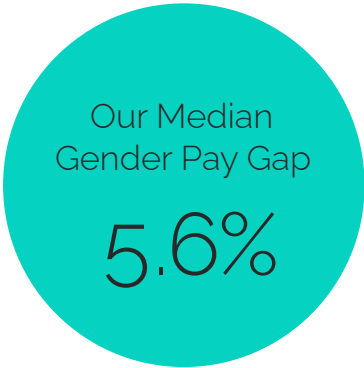
Pay Distribution	Women	Men
Upper Quartile	40%	60%
Upper Middle Quartile	51%	50%
Lower Middle Quartile	58%	42%
Lower Quartile	65%	35%
Bonuses and Benefits in Kind		
% with bonus gap	1.4%	
Mean bonus gap	20%	
Median bonus gap	31.7%	
% With benefit gap	1.0%	

	Mean Gender Pay Gap	Median Gender Pay Gap
Perm	14.32%	11.10%
Casual	3.26%	-0.16%
Full Term	10.02%	5.74%
Fixed Term	3.52%	5.24%
Full Time	10.35%	5.61%
Part Time	3.31%	8.28%

\*Glanmore Foods only figures can be found on the Glanmore Foods website

# Section 2: Divisional Reporting

The below reflects the data for Compass Catering Services Ireland



Pay Distribution	Women	Men
Upper Quartile	40%	60%
Upper Middle Quartile	47%	53%
Lower Middle Quartile	56%	44%
Lower Quartile	58%	42%
Bonuses and Benefits in Kind		
% with bonus gap	0.6%	
Mean bonus gap	23%	
Median bonus gap	37.9%	
% With benefit gap	0.2%	

	Mean Gender Pay Gap	Median Gender Pay Gap
Perm	9.49%	9.28%
Casual	3.26%	-0.16%
Full Term	8.61%	5.54%
Fixed Term	10.13%	26.99%
Full Time	9.76%	5.74%
Part Time	-4.81%	6.53%

# Equity in Action: What We Did

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## Launched The Industry's First Maternity Chef's Jacket

Compass Ireland proudly launched the first maternity chef's jacket to the Irish market, designed to support female colleagues during pregnancy, postpartum, and menopause.

Developed by Compass Group's Women in Food community in collaboration with designer Lynda Yong, this innovative uniform reflects a year of research, testing, and refinement to meet the needs of women in demanding kitchen roles.

Key features include adjustable popper fastenings for safety and elasticated lining for pregnancy growth. The jacket also accommodates feeding or pumping, making it practical for postpartum colleagues.

The jacket has been made in a unique lightweight material that helps dissipate heat and promotes airflow, maintaining the wearer's body temperature at 37.5°C, making the jacket suitable not only for pregnant colleagues but for those returning to work postpartum and anyone working through perimenopause and menopause.

Already available in the UK and Ireland, this initiative will soon expand globally, reinforcing our commitment to fostering a more inclusive and supportive workplace.

## International Women's Day

Coinciding with the launch of the Maternity Chef's jacket and to celebrate IWD 2024, Compass Ireland hosted a marquee event at Staunton's on the Green, supported by several influential female figures helping to sculpt the food service industry.

Every element of the event was carefully curated to showcase the power of female enterprise, drawing upon the expertise of professionals from Compass Ireland and their supply partners to execute another highly publicised and memorable event.



## Advancing Inclusion Through Culinary Collaboration

Compass Ireland partnered with Mindi Keane, the entrepreneur behind Mama Nagi's Authentic Raw Indian Chilli Pastes.

Mindi's journey as a female entrepreneur, blending her cultural heritage with culinary innovation, aligns with our goal of celebrating diverse voices and creating opportunities for women in the food industry.

Through this collaboration, Mindi developed an exclusive range of recipes for Compass Ireland, bringing bold, authentic flavours to units across the country. She has led Q&A sessions and guest menu pop-ups, inspiring colleagues with her story and evidencing the impact of diverse perspectives in shaping our culinary offer.

This partnership highlights our ongoing efforts to support and elevate women in hospitality while driving innovation and inclusion, key objectives in building a more equitable workplace.

Mindi joins the team following the success of our partnership with vegan food Ambassador, Holly White.

Holly's partnership highlighting the benefits of plant-based food has sent waves around the business, enlightening customers and colleagues alike to the versatility and creativity of her vegan recipes.





# Equity in Action: What We're Doing

## External & Internal Communications: Championing Female Success

We believe visibility and recognition are vital to driving progress in gender pay equity. By highlighting the achievements and stories of women in our business, we aim to inspire others, challenge stereotypes, and highlight the diverse opportunities available within the food service industry.

Through wide-reaching external and internal communication campaigns, we are amplifying the voices of female role models across our organisation. In the past year, we've proudly broadcast the achievements of Rachel Beirne, Head of HSE, Niamh Quinn, Senior Nutritionist and Sustainability Lead and Yvonne Mullally, Head of Customer Experience to name a few.

From documenting milestones on social media to spotlighting success stories through our internal channels, we ensure that women's contributions are acknowledged and widely celebrated. We believe these stories inspire others and provide role models of success.

## Our Social Promise

Our Social Promise launched in 2022, with an aspiration to positively impact one million lives by 2030, from both within and outside the wider Compass Group UK & Ireland organisation through job creation, education, training, community and charitable engagement. This strategy also addresses the barriers that many face when it comes to accessing jobs, learning and progression. Our Roadmap identifies how we will aim to achieve greater equity and provide wider opportunities to people from all backgrounds.

## Career Pathways

We are committed to providing clear and accessible routes for career development. Our internal Career Pathways platform empowers colleagues to advance in their current roles, transition to new opportunities, or master their craft.

This flexible system is open to all job levels and disciplines, allowing employees to progress at their own pace with the support of their line managers and our learning and development team.

By offering accessible tools for growth, we are breaking down barriers and creating opportunities for all colleagues to pursue further development.

## Apprenticeships

Apprenticeships remain a cornerstone of our talent strategy within Career Pathways, combining practical learning with career progression. Through our Food and Support Services Connected initiative, we've partnered with the City of Dublin Education Training Board to offer the Commis Chef Apprenticeship.

Plans are underway to expand these programmes regionally, ensuring greater accessibility for employees in Galway, Limerick and Cork. By investing in structured qualifications, we are equipping our people with the skills and credentials to build sustainable careers in hospitality.



## Women in Food

The culinary industry faces an ongoing challenge in attracting and retaining female chefs, and Compass Ireland is addressing this head-on through our Women in Food Network.

Established in 2016, this employee-led initiative initially focussed on supporting women into culinary roles, celebrating diversity, and fostering development at all levels. Over the years, the network has expanded its mission to represent women across the business, raise awareness of challenges impacting women in the workplace, and create a safe and inclusive environment where development and support are accessible.

## Careers Hub

Supporting people from underrepresented and hard-to-reach groups is a core part of our strategy. Through the Careers Hub, launched by Compass Group UK & Ireland in 2023, we aim to open doors to employment for individuals from diverse backgrounds, nurturing talent and fostering inclusion.

In Ireland, we have partnered with twelve organisations to drive this agenda forward, focusing on ethnic minority groups, refugees, people with disabilities, those with convictions, and individuals from disadvantaged areas. Key collaborations include:

- **Turas Nua:** Supporting employment pathways through the National Employment Service in Southern Ireland.
- **Open Doors Initiative:** Creating opportunities for education, employment, and entrepreneurship for marginalised groups.
- **Business in the Community:** Training hiring managers to improve interviewing, hiring, and retaining a diverse workforce.
- **AsIAM:** Ireland's Autism charity. Delivering training and support to Compass Ireland Managers to champion employment opportunities for Autistic people. By building partnerships and participating in community-led initiatives, Compass Ireland is breaking down barriers to employment, creating opportunities for marginalised groups, and ensuring our workforce reflects the diverse communities we serve.

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# Spotlight on our Female Talent

## Achievements, Growth and Opportunity

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**Helen Kavanagh,**  
**Chef de Partie**

"I've been with Compass Ireland for 12 years, starting in a front-of-house role, before re-discovering my desire to be part of the kitchen brigade. Over time, I progressed to managing one of our larger cafés within a flagship tech contract, which felt like a big step for me.

When I shared that I wanted to build my skills further, Compass Ireland supported me in enrolling in a Level 6 Professional Cooking course at TU Dublin. It's given me the confidence and academic tools to grow.

Localised programmes like "Empower Her," a professional development course built exclusively for women, have also helped my career prospects by expanding my operational skillset and providing opportunities to network with other ambitious women in the business.

The support I've received has been a big part of my development, and it's encouraging to see Compass Ireland actively working to create more avenues to progress into senior Chef roles within the business.

I aspire to become the first female Head Chef at my client site, and I'm certain I work for a business that would give me every opportunity to do so."



**Elena Enache,**  
**Catering Manager**

"I joined Compass Ireland in 2023 as a Hospitality Assistant and quickly progressed to supervisory roles, managing everything from VIP lunches to large events. My experience was recognised at every step, and I've had the opportunity to help shape services at high-end corporate sites. In one instance, I was involved in designing the Hospitality operation from the ground up.

Compass Ireland has been instrumental in my growth. Through the Career Pathways programme, I've gained valuable leadership, HR, and finance skills, and I'm close to completing my Unit Manager qualification. It's been a great opportunity to learn, network, and share best practices with others in the business.

I've always been inspired by the variety and challenges this industry offers. For me, success is about hard work, discipline, and ambition. I'm now preparing to step into a Unit Manager role, covering for maternity leave, and I'm excited to put everything I've learned into practice.

This is an industry full of opportunity, and I hope to see even more support for women, especially around work-life balance and family responsibilities. I'm proud to be part of a company that's taking steps to create those opportunities."



**Elaine O'Brien,**  
**Office Manager**

"I've been with the business for 17 years. During my time, I've had the privilege of overseeing the evolution of Glanmore from a small family-run manual operation to becoming one of the leading national school meal providers.

Balancing work and family life has always been important to me. With two children, the introduction of an option to work from home and the ability to buy additional holidays has made a big difference. These flexible policies are a step in the right direction for supporting families. But there's still a way to go as an industry.

I believe women can achieve great things when they support and encourage each other in the workplace. Role models like Deirdre O'Neill are inspiring; we need more women in leadership roles to continue driving progress. You can't be what you can't see!"



**Joanne McGovern,**  
**Head Chef, Outdoor Division - Levy Ireland**

"I've always loved the fast pace and creativity of the kitchen, but event catering is where I'm at my best.

Over the years, I've been lucky to work with amazing mentors, and now, as Head Chef of the Outdoor Division, I'm passionate about paying that forward. Nurturing new talent is one of the best parts of my job; seeing junior chefs and porters grow into their potential is incredibly satisfying.

Looking back, my journey shows how much can happen when people are given opportunities to grow. I've felt supported and encouraged at every stage. That's the kind of environment I want to create for others.

When everyone is given the chance to succeed, it's not just good for individuals, it's good for the whole team, the business, and the industry."

## A Final Word

**Deirdre O'Neill,**  
Managing Director, Compass Ireland

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This report is not just a reflection of where we stand, it's a reminder of what we're working towards: a workplace that continues to drive progress in being fairer, more inclusive, and genuinely reflective of the talented people who make Compass Ireland what it is. We are committed to creating opportunities for all.

I'm proud of the progress we've achieved so far and remain steadfast in my belief that continued, purposeful action will drive even greater progress throughout 2025.

**Barry Storey,**  
Managing Director, Levy Ireland

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Our journey is far from complete, but we are absolutely committed to listen, learn, and act - ensuring that Levy Ireland remains a place where all talent can flourish, and most importantly people can be their true selves at work.



## **About Compass Ireland**

Compass Ireland is a leading provider of food and hospitality services to prestigious organisations and institutions nationwide. Over 1600 employees support our operations, spanning various sectors, including corporate dining, education, and healthcare.

Sustainability forms the backbone of our business strategy, with an unwavering focus on achieving Climate Net Zero. Our approach is shaped by a deep understanding of the modern Irish workforce, empowering us to deliver food solutions that feel relevant, tailored and meaningful to the people we serve.

## **About Levy**

At our core, Levy Ireland's key philosophy is loyalty: loyalty to our island, loyalty to locally recruited employees, loyalty to clients and loyalty to procuring Irish produce.

Whether it's the iconic backdrop of the Aviva Stadium, the communal experience of The Convention Centre Dublin, the cheering crowds at Leopardstown Racecourse or the heritage sites of the Law Society of Ireland, we know how to create legendary experiences in remarkable venues across Ireland.

## **About Glanmore Foods**

Over 450 schools nationwide rely on Glanmore Foods to deliver their school meals programme. Our mission is to nourish the future of Ireland by delivering award-winning, healthy school lunches.

We are committed to providing nutritious, delicious meals sourced from local Irish producers, ensuring that every bite supports not just the health of our children but also the sustainability of our communities and environment.

