

Apex Fire Ltd Gender Pay Gap Report 2025

Introduction

Apex Fire is a leading provider of fire protection services across Ireland, committed to safeguarding lives and property through innovative safety solutions and exceptional service delivery. With a strong presence nationwide and a team of highly skilled professionals, we pride ourselves on our customer focus, technical expertise, and continuous investment in our people. Our employees are engaged in a wide range of activities including warehouse, wholesale, field based roles and office-based roles.

Required information:	Result:	
The difference between the mean hourly remuneration of employees of the male gender and that of employees of the female gender expressed as a percentage of the mean hourly remuneration of employees of the male gender.	25.8%	
The difference between the median hourly remuneration of employees of the male gender and that of employees of the female gender expressed as a percentage of the median hourly remuneration of employees of the male gender.	34.6%	
The difference between the mean bonus remuneration of employees of the male gender and that of employees of the female gender expressed as a percentage of the mean bonus remuneration of employees of the male gender.	24.7%	
The difference between the median bonus remuneration of employees of the male gender and that of employees of the female gender expressed as a percentage of the median bonus remuneration of employees of the male gender.	26.7%	
The difference between the mean hourly remuneration of part-time employees of the male gender and that of part-time employees of the female gender expressed as a percentage of the mean hourly remuneration of part-time employees of the male gender.	0.0%	
The difference between the median hourly remuneration of part-time employees of the male gender and that of part-time employees of the female gender expressed as a percentage of the median hourly remuneration of part-time employees of the male gender.	0.0%	
The difference between the mean hourly remuneration of employees of the male gender on temporary contracts and that of employees of the female gender on such contracts expressed as a percentage of the mean hourly remuneration of employees of the male gender.	0.0%	
The difference between the median hourly remuneration of employees of the male gender on temporary contracts and that of employees of the female gender on such contracts expressed as a percentage of the median hourly remuneration of employees of the male gender	0.0%	
	Male	Female
Percentage of Males and Females Paid Bonus Remuneration	93%	88%
Percentage of Males and Females who Received Benefits in Kind	28%	29%
The respective percentages of all employees who fall within each of:	Male	Female
the lower remuneration quartile pay band	18%	65%
the lower middle remuneration quartile pay band	26%	18%
the upper middle remuneration quartile pay band	28%	12%
the upper remuneration quartile pay band	27%	6%

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Understanding Our Gender Pay Gap

At Apex Fire, all colleagues receive the pay rate that is appropriate to their role and reflective of their skills and experience, regardless of gender. Our gender pay gap exists due to the following factors:

- 87.3% of our employees as at the snapshot date were of the male gender;
- A higher portion of men are in technical field based roles, that have traditionally been male dominated due to the perceived nature that work environments are as attractive as other workplaces, and as result have a higher earnings capacity;
- A higher portion of men are in managerial roles, overseeing primarily technical field based roles;
- We operate a benefit scheme which is available in equal value to all employees, subject to probationary periods and we provide cash based bonuses in from of vouchers. Whilst a similar percentage of male and females receive bonuses, a greater portion of our female employees opt to receive their benefit scheme element through non-bonus related means versus their male colleagues, and as such this creates a statistical difference in the mean and median bonuses between male and female
- When we analyse the gender pay gap amongst comparable roles and considering the benefits scheme (regardless of how it is availed), our gender pay gap is materially reduced

Our Actions to Address the Gender Pay Gap

To continue our efforts to address the gender pay gap, we have a number of actions already underway. These include:

- We continually engage with colleagues to gain feedback and insights on our ways of working as well as looking at what can be improved;
- We are reviewing a wide range of existing and potentially new policies to foster inclusivity and diversity;
- We review our job adverts to ensure they are not gender bias;
- We will encourage prospective female employees that perceptions of our industry being a 'male' industry are mis-leading and that females are more than capable of engaging in field based roles;
- We are continuing to promote and develop inclusive leaders at all levels, who think, act and lead in a way that fosters inclusion