



# Bizquip Limited

*Gender Pay Gap Report*  
*November 2025*

BIZQUIP

# Bizquip: Gender Pay Gap Report Introduction

Bizquip are immensely proud to be an Irish owned family business, now in our second generation, supporting organisations in Ireland for their workplace requirements, since 1984.

This is Bizquip’s first Gender Pay Gap Report, based off full-time and temporary employee data between the period of 1st July 2024 – 30th June 2025.

This report has given us a number of valuable insights into the current gaps that exist between gender pay at Bizquip.

While this is our first official report, we have seen improvements in the current gaps identified compared to historic data.

As an equal opportunity employer, we already have structures and programmes in place to promote a diverse workforce

Narrowing the pay gap and increasing opportunities for Women in Bizquip remains a priority for 2026 and beyond.

## Total employee head-count as of 30<sup>th</sup> June 2025:

Employee numbers:		2025
Total men	35	66%
Total women	18	34%
<b>Total employees</b>	<b>53</b>	<b>100%</b>



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# Bizquip: Gender Pay Gap Report Data 2025

*The following gender pay gap report is based off full-time and temporary employee data between the period of 1<sup>st</sup> July 2024 – 30<sup>th</sup> June 2025.*

## Pay and bonus gap

Gender pay gap: 2025	
Mean for all employees	6.66%
Median for all employees	1.07%
Mean Bonus	-9.98%
Median Bonus	0.00%

## Proportion of men and women receiving a bonus and benefits

Benefits data:	M	F
Percentage of employees per gender to receive bonus remuneration	94.29%	94.44%
Percentage of employees per gender to receive benefits	20.00%	22.22%

## Proportion of men and women in each pay quartile

Quartile data:	M	F
Percentage of employees within lower remuneration quartile	62%	38%
Percentage of employees within lower middle remuneration quartile	59%	41%
Percentage of employees within upper middle remuneration quartile	80%	20%
Percentage of employees within upper remuneration quartile	63%	38%

# Bizquip: Gender Pay Gap Summary 2025

## Understanding our current Gaps

1. The Gender Pay gap in Bizquip is influenced by the under-representation of women across the organisation, with females comprising 34% of our workforce (18/53 employees).
2. There is a gender imbalance weighted towards men within our specialist furniture installations & warehouse teams, which is typically a male-driven role due to the manual-labour aspect of these positions.
  - a) Commercial furniture installation projects are typically completed outside of core working hours, with overtime wages heavily contributing to the gender pay gap.
3. The Bizquip Senior Leadership team consists of three team members, two male (66.6%) & one female (33.3%), which is also a contributing factor to the gender pay gap.



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# Bizquip: Gender Pay Gap Summary 2025

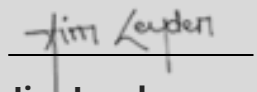
## How we're working to improve gender equity

Bizquip are wholly committed to fostering a diverse, inclusive and equitable workplace where all employees feel valued, respected and supported.

1. Bizquip provide ongoing training & development for under-represented groups within our technical team, where many technical and engineering roles are mainly male.
2. Our recruitment policies and hiring process ensures transparency and inclusivity, with gender-balanced interview procedures in place to support our gender balance objectives.
3. Bizquip provide equal opportunities in pay, training, career progression, and working conditions. These practices reflect our dedication to creating a diverse and inclusive workplace.
4. While it is difficult for the business to address the overtime pay for specialist furniture installations as the main contributing factor behind the current gender pay gap, we strive to provide a flexible and supportive working environment, catering to every employee's specific needs and circumstances.

Our Gender Pay Gap results reflect familiar and common challenges faced by similar companies in Ireland.

Our leadership team believes a diverse, inclusive and equitable workforce will continue to drive our long-term success.



**Jim Leyden**  
Managing Director