

Stericycle Ireland

Gender Pay Gap Report

2025-26

Main gender pay gap figures

In this organisation:



Women earned **€1.22** for every **€1** that men earned (comparing median pay)



Women made up **14.3%** of employees in the highest paid group, and **50.0%** of employees in the lowest paid group



24.0% of women received bonus pay, compared with **4.7%** of men



Women's bonus pay was **70.4%** higher than men's (comparing mean bonus pay)

Pay

In this organisation:

- Women's median hourly pay was **21.9% higher** than men's – this means they earned **€1.22** for every **€1** that men earn when comparing median hourly pay
- Women's mean (average) hourly pay was **3.9% lower** than men's



Pay quarters

In this organisation, women made up:



Upper hourly pay quarter (highest paid jobs)



Upper middle hourly pay quarter



Lower middle hourly pay quarter



Lower hourly pay quarter (lowest paid jobs)

PAY QUARTER		WOMEN (%)	MEN (%)	TOTAL (%)
Upper hourly pay quarter (highest paid)	Percentage in this pay quarter	14.3	85.7	100
	Percentage of all employees	3.6	21.6	25.2
Upper middle hourly pay quarter	Percentage in this pay quarter	3.7	96.3	100
	Percentage of all employees	0.9	23.4	24.3
Lower middle pay quarter	Percentage in this pay quarter	21.4	78.6	100
	Percentage of all employees	5.4	19.8	25.2
Lower hourly pay quarter (lowest paid)	Percentage in this pay quarter	50.0	50.0	100
	Percentage of all employees	12.6	12.6	25.2
TOTALS		22.5	77.5	100

Bonus pay

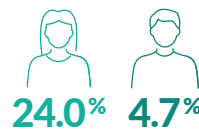
In this organisation:



Women's median bonus pay was **10.0% lower** than men's – this means they earned **€0.90** for every **€1** that men earn when comparing median bonus pay



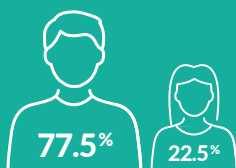
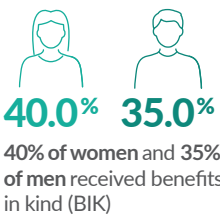
Women's mean (average) bonus pay was **70.4% higher** than men's



24.0% of women and **4.7%** of men received bonus pay

Additional information

In this organisation:



Stericycle's workforce continues to reflect a male-dominated industry

"We wouldn't be anywhere without the strengths of our diverse team. As we continue to grow, we won't stop striving to promote much greater equality and diversity within it."

Toby Black, SVP - Stericycle International



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