



Ireland Gender Pay Gap (GPG) Report 2024

#WhatMattersToYou



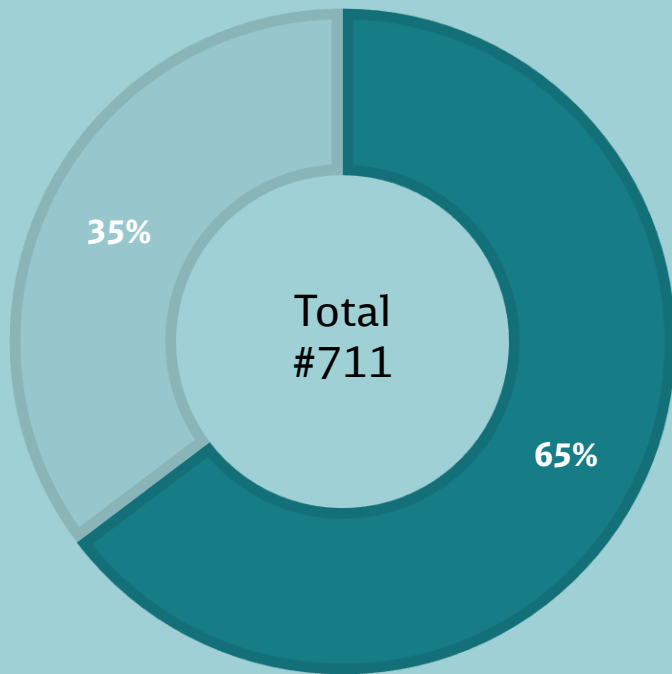
2024

Fast figures based on 30th June 2024 snapshot



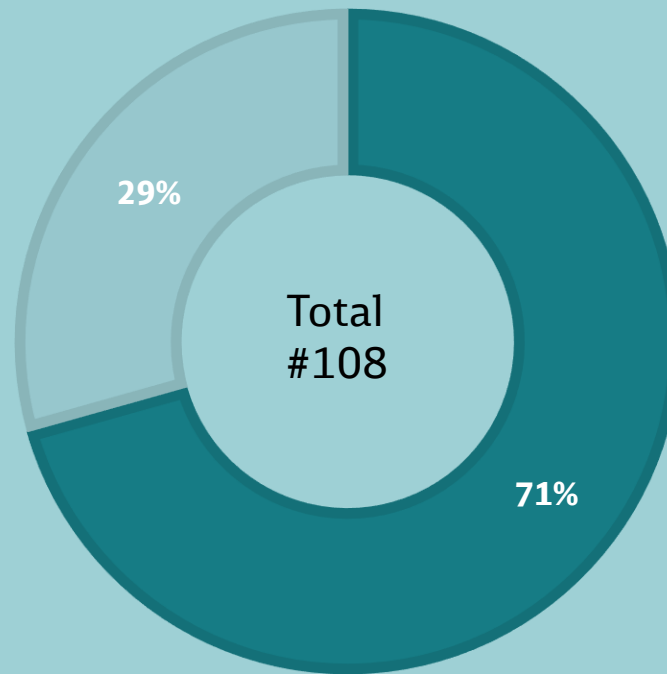
EMPLOYEES

■ Male ■ Female



% IN MANAGEMENT ROLES

■ Male ■ Female



Striving to close the gap

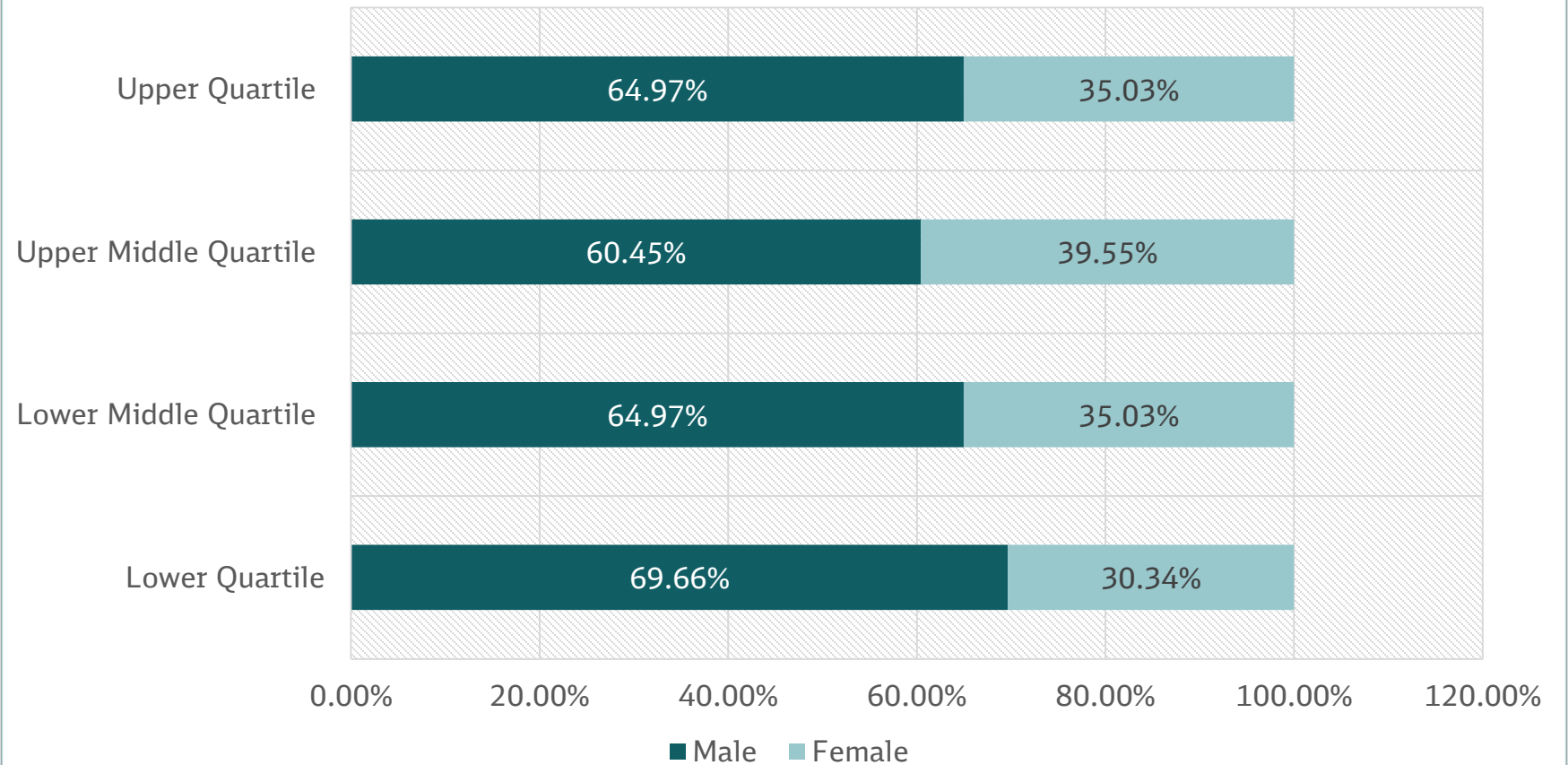
Comparing the average of all working women and men



Median -2.80%
Mean 7.09%

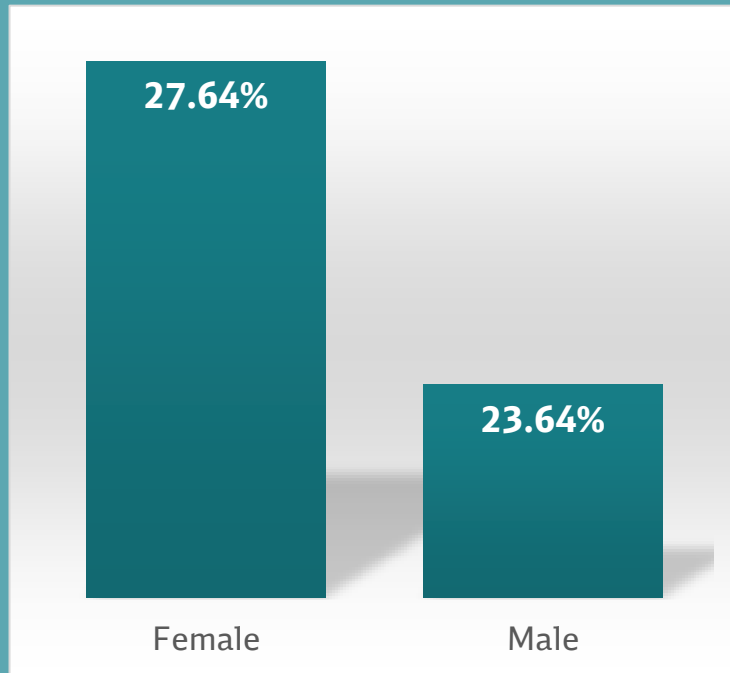
Ireland Mean 2022 =
9.6%[CSO]

Proportion of Men and Women in Each Quartile



Bonus and Benefit in Kind (BIK)

Proportion of Employees with Bonus pay

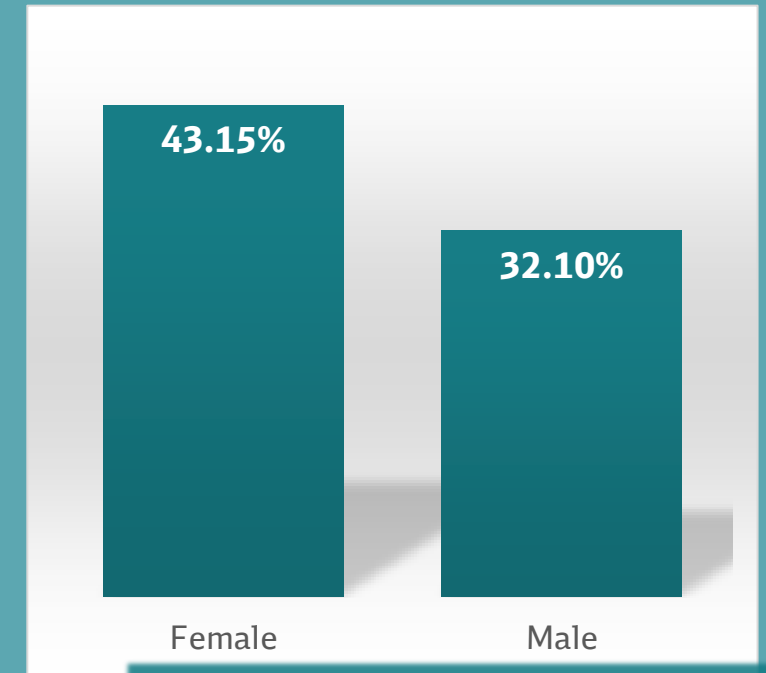


Bonus Pay Gap

Median 11.53%

Mean 48.62%

Proportion of Employees receiving Benefit in Kind (BIK)

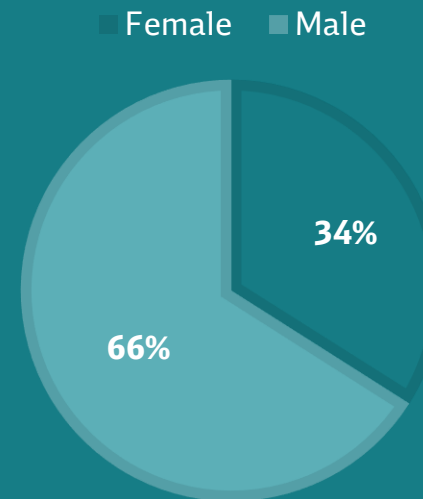


The bonus gap shows the difference in the average bonus values between women and men. Bonus pay includes any bonus that was paid in the preceding 12 months to 30 June 2024. Benefit in Kind (BIK) are non-cash benefits that have a monetary amount such as private health insurance, pension and company car.

Part Time and Temporary Workers

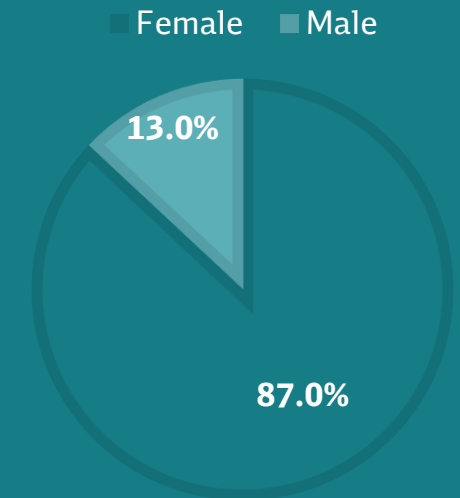


Temporary Workers (Fixed term contract)



Hourly Pay Gap
Median 2.40%
Mean 1.42%

Part Time Workers



Hourly Pay Gap
Median -72.08%
Mean -76.68%

A temporary worker refers to individuals employed by the Company for a specific period of time or until a particular project is completed. This employment is known as a fixed term contract, and differs from a permanent contract.

What's behind the numbers

Influencing factors in the logistics sector



We are proud to see that our Gender Pay Gap is lower than the average in Ireland of 9.6% (2022 CSO) and the EU average of 13% (2023 EU Gender Pay Gap Statistics).

We are confident that our gender pay gap is not a result of unequal pay, where men and women are paid differently for performing the same job. The gender pay gap in our company reflects trends commonly observed in our industry which historically has a predominately male workforce. This has led to two key factors: a higher proportion of men in lower-paying roles, and a predominance of men in leadership positions. These dynamics create challenges, particularly in roles where the applicant pool is predominantly male.

The gender pay gap is influenced by various factors, a significant contributing factor to the pay gap is the differing approaches men and women take to leave and work arrangements. Generally, more men work in roles that involve shift hours, which include allowances and tend to work more overtime hours. In contrast, women in our organisation are more likely to utilise parental and caregiver leave. This is reflected in the higher percentage of women in part time roles compared to men. These factors naturally influence the average pay calculations, even though our policies ensure equal pay for equal work within comparable roles.

As a company, we are committed to supporting our employees' work-life balance. We have introduced a number of initiatives post Covid-19, such as our smart working policy which allows the option of hybrid working. Additionally, where possible, we allow employees to have the opportunity to reduce their work week by taking their parental leave in days rather than weeks. We have observed that this is a benefit more frequently utilised by women within our workforce. While this flexibility is a valuable tool in supporting our employees, we remain committed to promoting a culture where all employees, regardless of gender, feel equally supported and encouraged to take advantage of such opportunities.

We are actively working to create a more balanced workforce by encouraging women's participation in higher paid roles, including shift-based positions, and promoting a culture where caregiving responsibilities are equally supported and shared by all employees.

Our 2023 gender pay gap report included a once off cost-of-living bonus which was paid out in November 2022. This one-off payment which was not repeated for 2023, has resulted in a significant increase in the bonus pay gap reported for 2024 which is reflected of more men in management roles.

While we acknowledge there is still work to be done, we are actively implementing strategies to improve gender representation across all business areas and across all leadership levels.



Our Plans to Close the Gap



Advertising our Vacancies

We continuously review our recruitment process, including the use of gender-neutral language in our job adverts, to ensure that regardless of the seniority of the role, we are an attractive employer to all. We positively target the shortlisting of women for senior appointments.

Promoting the opportunities to Female Leaders

Sharing insights from our current female leaders through our career path stories to inspire others to take the opportunities open to them.

Development

We provide a diverse range of development opportunities across the organisation, including study support, to empower employees in expanding their knowledge and fostering personal growth.

Smart Working

We remain committed to expanding our flexible working options to enhance work-life balance and support time with family when needed. This year, we introduced a working-from-abroad policy, empowering employees to foster a more flexible and inclusive work environment.

Inclusive Policies

We are continuously evolving our company policies to create a culture of diversity, inclusion, and equal opportunity for all employees. This includes offering enhanced maternity and paternity packages to support time off for welcoming a newborn or adopted child and also the recent introduction of our menopause policy.





Debbie Mansfield
Chief People Officer

While we recognise that our gender pay gap remains a challenge, with our latest data showing a 7.09% mean hourly pay gap, we remain steadfast in our commitment to closing this gap. This year's data reflects an increase from last year's mean gender pay gap, which serves as a reminder that progress is not always linear.

We are committed to understanding the factors contributing to this trend and taking action to address them. We continue to review and improve our policies, with a focus on creating long-term sustainable change. Our Smart Working policy initiatives remain central to fostering a culture of innovation, flexibility, and well-being, ensuring that all employees have the opportunity to thrive.

We remain dedicated to providing equal opportunities for all employees and ensuring that our pay and reward systems reflect fairness, transparency, and the value each individual brings to our organisation. By continuing to embed equality, diversity, and inclusion in every aspect of our business, we aim to create a more equitable workplace for everyone.

Debbie