



Gender Pay Report 2024

Primeline are the largest independent Irish provider of logistics services to homegrown and international brands and retailers across the Irish and UK markets. We have over 1,000 colleagues across the group, 500 of which are employed in the logistics business across many different locations. Our roles are wide-ranging from General Operative, to Field Sales Representatives to Head Office Support.

We strive to create a workplace where colleagues thrive and do the best work of their careers. We believe in creating a diverse and gender balanced workforce through our talent strategy.

Our development programmes support our managers in creating an environment where all are treated equally without bias and where colleagues feel confident within the workplace and bring their whole selves to work.

We promote the positive behaviours we expect of all our colleagues for an inclusive culture through our "One Primeline Way" framework which is underpinned by our Company Values.

In this year's report we have been able to draw comparison year on year on gender pay data for our logistics business. Having comparable data has allowed us to identify trends both upwards and downwards and reflect on actions taken since last year's report.

Whilst this report focuses only on gender, our organisation brings together people from a wide range of cultural backgrounds – all with different skills, experiences and viewpoints. We will continue to make improvements that impact all areas of Diversity, Inclusion, Equity & Belonging.

The information contained herein is confirmed as accurate by Tim Cummins, CEO & Nikki Mullin, Group People Director

Gender Balance at Primeline

We acknowledge that the Logistics sector by its very nature is a male dominated sector. However, we believe that we can encourage and achieve gender balance in our business by attracting, developing and retaining more female colleagues in the diverse selection of roles across the operation.

We seek out opportunities both internally and externally to increase the gender balance by building our brand as an employer of choice through our pay and benefits offering, and with our recently launched Enhanced Family friendly policies and development opportunities to nurture growing talent.

Our Commitment continues to focus on,

- ✓ Improving the retention of women
- ✓ Having a gender balanced shortlist for promotions
- ✓ Ensuring there is no bias (conscious or unconscious) within our recruitment and progression process
- ✓ Investing in building a long-term pipeline of diverse talent.

To achieve this and drive gender diversity at all levels we have built these goals into the core objectives of our senior leadership team.



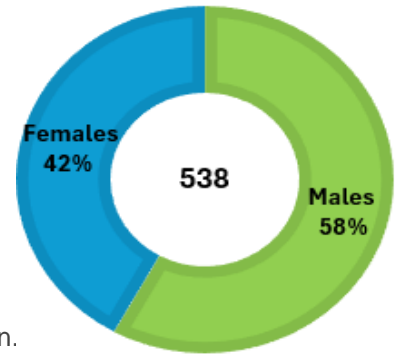
Contents of this report

This report sets out our gender pay calculations for colleagues of Primeline Logistics for 2024, prepared in line with the Employment Equality Act 1998 (section 20A) & Gender Pay Gap Information Regulations 2022. The report covers the 12 month period ending 30 June 2024.

Primeline key facts*

Primeline is a Warehousing & Logistics business based primarily in Ashbourne, Co. Meath.

We offer storage and distribution solutions for many leading household brands. Our colleagues are based across Ireland. With a population of over 500, Primeline employs colleagues in Warehouse-based roles, Systems Administration roles, Finance, IT, HR & Management roles.



*Numbers are based on relevant Colleagues as per the 2024 Gender Pay Gap calculation.

What is the gender pay gap?

The gender pay gap is not the same as equal pay analysis:

- **Equal pay** is determined by assessing whether men and women are paid equally for doing the same work or work of equal value. At Primeline, we have policies and processes in place to ensure equal pay is the first consideration when determining pay for all colleagues.
- **Gender Pay** calculations specifically compare average pay (both mean average and median average, for hourly pay and bonus pay) for men and women and are therefore impacted by the number of men and women at different levels of seniority throughout the organisation.

Calculating the gender pay gap



Mean Hourly Pay



Sum of hourly pay of all females or males in Primeline (Ireland)



Total number of females or males in Primeline (Ireland)



Hourly Pay Gap



Male hourly pay



Female hourly pay



Male hourly pay



Median Hourly Pay



The median Colleague is the middle Colleague when we rank all our Colleagues' hourly pay from highest to lowest.

Lowest hourly pay € € € € € € € € € Highest hourly pay



Bonus Pay Gap



Calculated using actual bonuses paid to colleagues for the 12 months to 30 June 2024.

The mean bonus, median bonus and overall gap is calculated using the same formula approach as hourly pay.

Primeline Ireland's 2024 Gender Pay Gap

Primeline's mean and median hourly gender pay gap and bonus pay gaps (for the 12 months to 30 June 2024) are shown below. Positive numbers indicate that the average hourly pay for males is higher than females.

	Hourly Pay Gap (Full Time)	Hourly Pay Gap (Part Time)	Hourly Pay Gap (Temporary)	Bonus Pay Gap (All)
Mean	18%	-16%	Not Applicable	17%
Median	12%	- 5%	Not Applicable	-39%

Proportion of Female and Males by pay quartile

These tables show the proportion of males and females across Primeline in four equally sized groups, sorted by level of hourly pay for 2023-24.

	Lower pay quartile	Lower middle pay quartile	Upper middle pay quartile	Upper pay quartile
Female	70%	38%	32%	28%
Male	30%	62%	68%	72%

Proportion of Colleagues receiving a bonus or a Benefit in Kind

This table shows the % of males and females who received a bonus or benefit in kind during the 12 months to 30 June 2024.

	Bonus	Benefit in Kind
Female	7%	3%
Male	12%	7%

Understanding the numbers

Our total # of colleagues has increased by 2% overall. The increase by gender year on year is 1.5% Male and 4.6% female

Hourly pay gap

Primeline's mean hourly pay gap for all full-time colleagues in Ireland is 18%. The Full Time mean hourly rate pay gap has disimproved very marginally by 77cents & the median by 23cents on last year, this can be attributed to the fact that there are 69% more males than females that hold a full-time role.

All our roles are open to both male and female colleagues/candidates the gap is driven by the following:

- More males than females across the business
- Roles such as drivers/field sales are predominantly being applied for by males, leading to the gender imbalance
- More Males than females are choosing to work shifts or overtime that pays a premium (Sundays, Bank Holidays, afternoon shift and night shift).

The Part Time mean hourly rate pay gap has widened in favour of females, so although the part time male headcount increased by 50% on last year the part time roles that are held by females are predominantly roles at a higher grade.

Bonus Pay gap

Primeline's mean bonus pay gap is 17%, this is driven by lower representation of females in roles that attract contractual bonus. The mean bonus pay gap has improved by 6.6% on last year.

Primeline's median bonus gap is -39% which is in favour of the female population. This can be attributed to the fact that the median point for females is at a higher job grade than the median point for the males job grade. We have a larger % of males in lower job grades compared to last year which has impacted where the median falls.

Benefit in Kind

Primeline offers several Benefits in Kind which are linked to job grade. Under this category we include our employer supported health insurance and company cars. More Males receive a Benefit in Kind, generally because there is a higher % of males represented in

1. More senior job roles that attract Benefits in Kind or
2. Job roles that are field based & require essential travel & a company car to carry out the job role. These roles are applied for more by males than females..

Our approach to improving our gender pay gap continues

Achieving greater diversity throughout Primeline, including gender diversity, relies heavily on being able to attract and retain diverse talent. This is why we continue to focus on building an inclusive culture that's is balanced. Some of our key achievements in this space are....

Equal Opportunities Employer

We encourage & welcome applications from everybody

Further Education Support

We have supported colleagues with apprenticeship & 3rd level education opportunities
37% Female 63% Male

External Peer Recognition

Nominating Colleagues for awards that recognise excellence in their field.

Management Development

Healthy Balance of candidate participation in Leadership Development - 51% Female & 49% Male

Celebrating Events

International Womens day
Primeline Womens Mini Marathon Team

Family Friendly Policies

that help support colleagues at different stages in their lives



Support the Primeline Women's Mini Marathon Team

