

Welcome to the Primeline Logistics Gender Pay Gap Report 2022

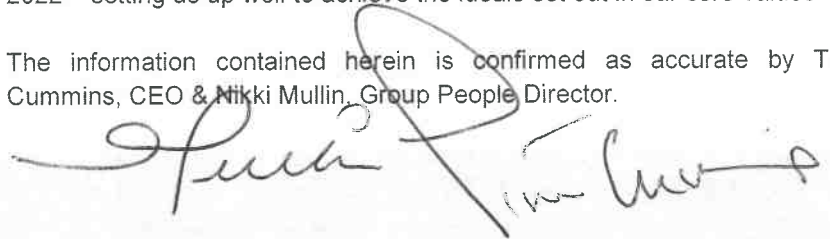
At Primeline, we believe in the importance of equality, diversity & inclusion. It underpins our business plan and we've taken significant steps to develop a more inclusive culture, since the introduction of our Values, and the recent launch of our One Primeline way behavioural framework. There is more to do to ensure we are always meeting the expectations and requirements of our many colleagues and customers. We have made progress & will continue to do so.

This is our first ever gender pay gap report, which outlines the actions we trust will help us move towards reducing our gender pay gap. Our actions will also foster an inclusive culture and environment, where people can be at their best everyday & enjoy a long, fulfilling & rewarding career in Primeline.

We have over 400 colleagues employed in Primeline Logistics across many different disciplines. We have a responsibility and an opportunity to make sure that Primeline is a place where we genuinely know and care for our people so they genuinely know and care for our customers in every aspect of our business.

We are eager to continue to make improvements and whilst this report focuses only on gender, our diversity & inclusion strategy considers the many different elements of inclusion with a plan of action that goes beyond 2022 – setting us up well to achieve the ideals set out in our core values

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



Gender Pay Report 2022: PRIMELINE Logistics

Our Commitment

Although our overall aspiration is simple, it's very ambitious. We want Primeline to be "the best place to work, and for people to want to work here more than anywhere else". Our leaders have the most impact in creating a truly welcoming, inclusive & supportive workplace so we're helping them to be the best they can be, and in turn, they're helping our colleagues to grow, develop and shine in their roles.

When it comes to gender diversity, we're proud of the improvements we've made as part of our wider Diversity and Inclusion agenda & we also know there's still more work to do. Gender pay gap reporting will add further insight to the analysis of diversity we have been conducting across the business, as a whole, and aid us in our continuous improvements

To make sure we're continually making progress, our focus will remain on a range of diversity & inclusion activities into 2023 and beyond. From continuing to educate our leaders and colleagues with Primeline's various development programmes, encouraging colleague networking across the business to devising a very deliberate recruitment strategy that capitalises on the internal talent pool balanced with healthy external influence. Teamwork is one of our five core values and we strive to create the environment where everyone feels as though they are part of one big Primeline team.

Our aim is to develop our gender diversity in senior leadership and management positions.

We will do this by:

- ✓ 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.

Everything we're doing to promote our values is to establish a culture that makes Primeline the best place for colleagues to work and customers to work with.

Contents of this report

This report sets out our gender pay calculations for colleagues of Primeline Logistics for 2022, 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 2022.

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. Within the population of over 400, Primeline employs colleagues in warehouse based roles, systems administration roles, Finance, IT, & HR roles.

404 Colleagues	38% are female	62% are male
301 Warehouse based Colleagues	37% are female	63% are male
103 Support Colleagues	41% are female	59% are male




*Numbers are based on relevant Colleagues as per the 2022 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

<h4>How mean hourly pay is calculated ?</h4> <div style="border: 1px dashed black; padding: 5px; margin-bottom: 10px;"> <p>Female mean hourly pay</p> <p>Sum of hourly pay of all females in Primeline (Ireland)</p>  <p>Total number of females in Primeline (Ireland)</p> </div> <div style="border: 1px dashed black; padding: 5px;"> <p>Male mean hourly pay</p> <p>Sum of hourly pay of all males in Primeline (Ireland)</p>  <p>Total number of males in Primeline (Ireland)</p> </div>	<h4>How median hourly pay is calculated ?</h4> <p>Highest hourly pay Median female hourly pay Lowest hourly pay</p> <p>€ € € € €</p> <p>The median Colleague is the middle Colleague when we rank all our Colleagues' hourly pay from highest to lowest</p> <p>Highest hourly pay Median male hourly pay Lowest hourly pay</p> <p>€ € € € €</p>
<h4>How the hourly pay gap is calculated ?</h4> <p>Male hourly pay - Female hourly pay</p>  <p>Male hourly pay</p> <p><i>Note this calculation applies to both the mean and median hourly pay gap.</i></p>	<h4>How the bonus pay gap is calculated ?</h4> <p>The bonus gap is calculated using actual bonuses paid to colleagues for the 12 months to 30 June 2022.</p> <p>The mean bonus, median bonus and overall gap is calculated using the same formula approach as hourly pay.</p>

Primeline Ireland's 2022 Gender Pay Gap

Primeline's mean and median hourly gender pay gap and bonus pay gaps (for the 12 months to 30 June 2022) are shown below. Positive numbers indicate that the average hourly pay for males is higher than females. Negative numbers indicate that the average hourly pay for females is higher than males.

	Hourly Pay Gap (Full Time)	Hourly Pay Gap (Part Time)	Hourly Pay Gap (Temporary)	Bonus Pay Gap (All)
Mean	15.59%	-18.75%	0%	13.39%
Median	11.47%	-21.01%	0%	4.45%

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 2021-22.

	Lower pay quartile	Lower middle pay quartile	Upper middle pay quartile	Upper pay quartile
Female	57%	32%	25%	37%
Male	43%	68%	75%	63%

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 2022.

	Bonus	Benefit in Kind
Female	9%	2%
Male	20%	12%

Understanding the numbers

Hourly pay gap

Primeline's mean hourly pay gap for all full time colleagues in Ireland is 15.59%, this is driven by lower representation of females in business management positions. This gap would be significantly reduced if there was a more even split between males and females in both management & non management roles. Majority of non management/senior roles are hourly paid and have variation of hourly rates because they are more likely to work hours that pay a premium (Sundays, Bank Holidays, afternoon shift and night shift).

Our median hourly pay gap is 11.47%, which is in favour of our Male Population.

For part time colleagues, the mean hourly pay gap is -18.75% and the median is -21.01%. This is reflective of there being significantly more females than males who work part time (18 F to 3 M).

We do not have any temporary colleagues.



Bonus Pay gap

Primeline's mean bonus pay gap is 13.4%, this is driven by lower representation of females in business management positions receiving an annual management bonus, compared to the wider population. Again, if the management population was more evenly balanced between males and females, then this would significantly reduce.

Primeline's median bonus gap is 4.5% which is in favour of the male population.

Benefit in Kind

Primeline offers a number of Benefits in Kind available to colleagues dependent on the grade that their role falls into. 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 care to carry out the job role.

Our approach to improving our gender pay gap

Achieving greater diversity throughout Primeline, including gender diversity, rests heavily on being able to attract and retain diverse talent. This is why we are putting so much focus on building an inclusive culture.

1

Action: Educating our leaders on all areas of inclusion and supporting them to create an environment where everyone can feel they belong.

Progress: Leaders in the business have been put on a leadership course to help develop their ability. New leaders are brought through the training each year. Other programme such as rising stars are used to promote internal progression.

2

Action: Setting strong foundations that we can build upon for the future.

Progress: we will continue to embed the One Primeline Way so that its infiltrated into the culture of the business to drive the right behaviours & foster the right culture with our values as the cornerstone.

3

Action: We will work with our Engagement Partner & Provider to Refresh our engagement survey to include inclusion specific questions, helping to gain more relevant insight

Progress: In early 2023 we will be launching our new work place survey, which will allow us to ask questions on diversity and inclusion.

4

Action: we will work on improving female representation at leadership level through introducing balanced candidate shortlists and more diverse interview panels.

Progress: we encourage progression for all genders across the business through our development programmes & internal appointments process. While logistics is a male dominated business, we have seen an increase our of female colleague promotion

2023/24 priorities

We're proud of the progress made in this last year and we plan to continue to take action to promote our culture. We have 5 core values that we try to instil in each and every colleague. Every change made must be in line with our values



Cultural check ins to take place with managers:

Regular communication with our leaders, understanding challenges, sentiment and where we're making progress or need to focus. We value and respect all insights and suggestions



Ongoing inclusive education throughout the year:

Annual inclusive leadership training for the leaders in the business, as well as training for those who are looking to become our future leaders. Education encourages excellence.



Embed our colleague values and behaviours to strengthen inclusion:

To create more change from within, we have launched our One Primeline way this year. Everyone is on the same team.



Tracking and validating our progress:

Our new workplace engagement survey system will allow for specific questions to be asked as and when we want, and to specific sections of the business. This will allow us to get the thoughts and opinions of all colleagues. It takes courage to change and progress.



All of these lead us to our final core value, RESULTS Results can mean a range of things

- For the business it means meeting targets.
- For the customers it means all orders are delivered on time & in full
- For the colleagues it means, completing what they set out to do each day
- For the community, it is about Primeline giving back
- For diversity and inclusion in the work place, it is to continue to make progress in ensuring as many social groups as possible are represented at all levels across the business