



Gender Pay Gap Report 2025

INTRODUCTION

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 1,200 colleagues across the group. 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. At Primeline Group, we are committed to fairness, transparency, and ensuring equal opportunities for all colleagues. Our Gender Pay Gap Report provides an annual snapshot of gender representation and pay across our organisation. It is not a measure of equal pay for equal work, but rather an insight into the distribution of males and females across roles and pay levels.

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, Chief People Officer.



WORKFORCE OVERVIEW

As of the reporting date, Primeline Group employed 911 colleagues:

- 553 males (61%)
- 358 females (39%)

The majority of our workforce is full-time. Full time workers account for 96.5% of all workers. Part time workers represent 3.5% of the workforce, part-time female workers account for 2.85% & part-time Males at 0.65%. Our workforce profile reflects industry norms within logistics, warehousing, and transport—traditionally male-dominated fields.

Our Values





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GENDER DISTRIBUTION ACROSS PAY QUARTILES

Our quartile distribution shows the following:

Quartile	% Male	% Female
Q1 (lower)	41%	59%
Q2	62%	38%
Q3	70%	30%
Q4 (upper)	70%	30%

There is strong female representation in the lower quartile, but representation decreases in the upper quartiles—consistent with industry-wide challenges in attracting women into higher-paid operational, supervisory, and transport-based roles..



GENDER PAY GAP RESULTS

FULL TIME EMPLOYEES

**MEAN
GENDER PAY
GAP 8.4%**

**MEDIAN
GENDER PAY
GAP -2.3%**

indicating female median pay is slightly higher than male median pay

PART-TIME EMPLOYEES

**MEAN
GENDER PAY
GAP 7%**

**MEDIAN
GENDER PAY
GAP 8.45%**

The pay gaps primarily reflect:

- Higher numbers of men in senior operational, supervisory, and specialist driving roles.
- Greater female representation in administrative and support roles.
- A higher proportion of women working part-time, often linked to caring responsibilities.



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BONUS PAY AND BENEFITS-IN-KIND (BIK)

Bonus Pay *

- Mean bonus gap: 9%
- Median bonus gap: 29.5%
- 13.2% of males received a bonus, 13.4% of females received a bonus.

Bonus gaps reflect:

- Higher male representation in roles eligible for performance-based or operational bonuses.
- Greater male concentration in senior roles where bonus levels are higher.

* Bonus Payments were based on company and colleague performance in FY24

Benefits-in-Kind (Company Cars & Healthcare)

BIK Recipients

- Male: 9% of all male
- Female: 3% of all females

The distribution of BIK mirrors gender representation in senior, field-based, or operational leadership positions—areas where men currently outnumber women.



UNDERSTANDING THE ROOT CAUSES

Our gender pay gap is influenced by structural factors common within logistics and transport:

- A historically male-dominated sector, particularly in driving, operations, and warehouse leadership roles.
- Fewer females working in shift-based or premium-rate operational roles.
- More females working part-time, which impacts hourly calculations.
- A higher proportion of males in senior or technical roles that offer bonuses, company cars, or BIK.

These factors affect representation across pay quartiles and influence bonus and BIK statistics.



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ACTIONS TAKEN TO DATE

Primeline Group has already taken significant steps toward addressing gender imbalance:

- Establishing Women in Logistics as a core focus area within our DEBI strategy and the launch of the Primeline Group Women's Network.
- Introducing structured pathways for internal progression through our Rising Stars, Bringing Leaders Forward and Forward Thinking Leaders programmes.
- Enhancing our Apprenticeship and Graduate programmes with increased outreach to female candidates.
- Providing flexible working options where operationally possible.



OUR ONGOING ACTION PLAN

To reduce the gender pay gap over time, we are committed to:

1. Increasing Female Representation in Senior and Operational Roles
 - Development and mentorship for high-potential female colleagues.
 - Encouraging women into transport, warehouse leadership, and technical pathways.
2. Strengthening Talent Pipelines
 - Increasing female participation in apprenticeships, graduate programmes, and supervisory development programmes.
3. Reviewing Role Structures and Working Patterns
 - Exploring more flexible scheduling options to encourage more women into operational roles.
4. Regular Monitoring and Transparency
 - Tracking progression outcomes to ensure fairness across recruitment, promotion, and reward processes.



CLOSING STATEMENT

We recognise that meaningful progress takes sustained, long-term effort. Primeline Group remains fully committed to building an inclusive organisation where everyone can succeed, and where gender does not determine opportunity. We will continue to report transparently, invest in development, and create pathways to ensure more women progress into senior and higher-paid roles across our business.



Our Values

