



## Gender Pay Report 2023

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 500 colleagues employed across many different locations. Our roles range 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. 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 be

- ✓ 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.



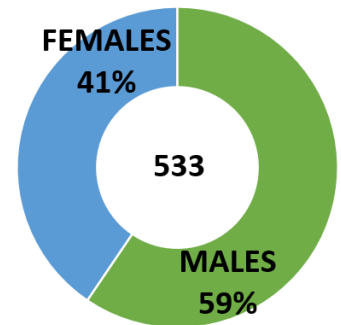
## Contents of this report

This report sets out our gender pay calculations for colleagues of Primeline Logistics for 2023, 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 2023.

### 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 roles.



\*Numbers are based on relevant Colleagues as per the 2023 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 2023.

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

# Primeline Ireland's 2023 Gender Pay Gap

Primeline's mean and median hourly gender pay gap and bonus pay gaps (for the 12 months to 30 June 2023) 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	16%	5%	0%	23%
Median	12%	13%	0%	11%

## 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 2022-23.

	Lower pay quartile	Lower middle pay quartile	Upper middle pay quartile	Upper pay quartile
Female	73%	26%	30%	32%
Male	27%	74%	70%	68%

## 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 2023.

	Bonus	Benefit in Kind
Female	7%	3%
Male	10%	9%

## Understanding the numbers

**Our total # of colleagues has increased by 32% overall. The increase by gender year on year is 26% Male and 42% female.**

### Hourly pay gap

Primeline's mean hourly pay gap for all full-time colleagues in Ireland is 16%. All of 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 full time mean & median hourly rate pay gap has disimproved very marginally since last year.

The significant increase in female colleagues joining the business has prevented the pay gap becoming larger.

The Part Time mean & median hourly rate pay Gap has improved and this can be attributed to a 60% increase in male part time working versus last year.

We do not have any temporary colleagues.

### Bonus Pay gap

Primeline's mean bonus pay gap is 23.6%, this is driven by lower representation of females in business management positions receiving an annual management bonus, compared to the wider population. Bonus entitlement was extended to include a new grade of colleagues that was more male than female.

Primeline's median bonus gap is 11.7% which is in favour of the male population.

There has been a significant decrease in % of males paid bonus. This is attributed to those roles with bonus as part of contract being held filled by males, and whereby bonus measures were not triggered. While the female % paid bonus has decreased slightly this is due to increased overall headcount impact.

More Males than females are applying for and accepting roles above entry level, which has a direct impact on bonus

### 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 car to carry out the job role.

# 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.

1

## Action

We will continue to Educate 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 programmes such as rising stars are used to promote internal progression

2

## Action

We will continue to 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 launched our new work place survey, this will be built upon by completing pulse surveys intermittently on D&I.

3

## Action

We will continue to work on improving female representation at all levels through 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 in female colleague promotion as well as a significant increase of female colleagues at entry level. We have launched our enhanced Family Friendly policies as a tool to help attraction & retention of colleagues.

## 2024/25 priorities

We're proud of the progress we have 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 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. 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