



DPD Ireland
Gender Pay Gap
Report **2023**



It is with great pleasure and a profound sense of pride that I welcome you to our annual Gender Pay Gap Report. As the CEO, I am both humbled and inspired by the remarkable individuals who make up our vibrant and diverse team.

We believe that our greatest asset lies in the rich tapestry of backgrounds, experiences, and perspectives that each member of our team brings to the table. It is this very diversity that fuels our innovation, resilience, and success.

In recent years, the spotlight on gender equality and pay equity has rightly become more pronounced, and it is heartening to see the steps being taken to bridge these gaps. As we present our Gender Pay Gap Report, I am pleased to say that our commitment to transparency is unwavering.

Des Travers
CEO



Our journey toward closing the gender pay gap is not just about meeting regulatory requirements; it is a reflection of our core values. We understand that fostering an inclusive environment where everyone is empowered to thrive is not just morally right but also crucial for our business's sustained growth and excellence.

The visible difference our team makes every day extends beyond the solutions we provide; it is rooted in the collective passion, dedication, and talent that define us.

As we delve into the insights and findings of our Gender Pay Gap Report, let us use this opportunity for reflection and dialogue. By understanding where we stand, we can chart a course forward together, ensuring that every member of our team is not only recognised for their contributions but is also fairly compensated for their invaluable work.

Patricia Lennon
CFO & Head of HR



DPD Ireland is pleased to publish its gender pay gap data from 1 July 2022 to 30 June 2023, using a snapshot date of 30 June 2023.

Our data clearly shows we are an equal opportunities employer and on average, women and men are paid very nearly the same rate, despite 72% of our workforce being male. We operate a standardised pay structure across all roles to ensure that all employees, regardless of gender, are paid fairly for the job they do.

Our flourishing multiculturalism, inventive and empowering values help us create a truly unique workplace at DPD Ireland. From this strong platform, we aim to attract and cultivate the best talent, enable equal career opportunities for all and provide a safe, welcoming and caring workplace for every employee and partner.

We are determined to become an employer of choice in the market in which we operate. This is vital to our continuing success if we are to tackle inflation, secure outstanding purpose-driven talent in a highly competitive market and create a powerful value proposition that supports our expansion and diversification goals.

Our clear strategy for getting there is focused on four key pillars:

- Diversity, equity and inclusion
- Talent management
- Internal careers
- Health, safety and wellbeing

We are grounded in a collective belief in continuous improvement. Our employer-of-choice strategy is a representation of that mind-set, helping us to recognise and fix any shortcoming so that we can enhance the work experience of our people.





Understanding Our Gender Pay Gap Results

The data within the report was gathered on 30th June 2023. As of this point there were 602 employees in the business

Our Bonus Pay Gap metrics are influenced by the different bonus structures operated within our company and our bonus pay includes payments in the form of money, vouchers, performance and commission. The majority of our bonus payments in our reporting period were made to employees working in sales roles in the form of commission. However, all employees regardless of their role received a cost of living gift voucher and Christmas gift voucher pro-rata to the time worked.

We offer a number of flexible working arrangements within our organisation and this includes part-time working. Our part time employees represent 14% of our overall workforce with 69% male and 31% female. They are employed across all of the quartiles with women predominantly in office support roles and males in warehouse operative roles.

At DPD we value the importance of having a diverse workforce and we are proud to report that we currently have women occupying 40% of our Senior management roles.

In 2024 we will continue with our Employers of Choice ambition working to attract and retain more females into our industry by highlighting our company's commitment to gender parity in visible ways.





Results

Hourly Pay Gap
Mean 2% Median 1%









Bonus Pay Gap
Mean 28% Median 0%

Part Time Pay Gap
Mean -8.5% Median -6%

Proportion Males & Females Receiving Bonus
Male 77% Female 82%

Proportion Receiving BIK
Male 0% Female 0%

The table below displays each quartile and the proportion of men and women in each

Pay Quartile	Men	Women
Top Quartile %	 74%	 26%
Upper Middle Quartile %	 75%	 25%
Lower Middle Quartile %	 73%	 27%
Lower Quartile %	 66%	 34%

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