

# ATC - 2024 Gender Pay Gap Report



## ATC Logistics Gender Pay Gap Figures for 2024

### 1. Introduction & Approach

#### 1.1 Introduction

Gender Pay Gap (GPG) reporting has been a legal requirement since the Gender Pay Gap Information Act 2021. ATC Logistics (ATC) is pleased to publish our 2024 GPG report.

Under this legislation, organisations with more than 150 employees must disclose their GPG data, explain the factors contributing to any gaps, and outline actions to address them.

This report presents ATC's 2024 GPG data, examines the key drivers behind the gap, and details the measures we are implementing to reduce it. All figures are based on a 12-month pay cycle, using a snapshot date of 26 June 2024.

#### 1.2 Key Terms

##### Gender Pay Gap Reporting

The gender pay gap is the difference in average pay between men and women, regardless of role or seniority. Under the Gender Pay Gap Information Act 2021, organisations must report their gender pay gap annually and outline measures to reduce it. Reporting began in 2022 for organisations with 250+ employees, extended to those with 150+ employees in 2024, and will include organisations with 50+ employees from 2025.

##### Equal Pay vs Gender Pay Gap

Equal pay refers to paying men and women equally for the same work. It is unlawful to pay differently for equal work unless justified by non-gender-related factors. The gender pay gap, by contrast, reflects overall average pay differences across the workforce.

##### Mean Pay Gap

The mean is the average hourly pay for men and women. The mean GPG is the percentage difference between these averages.

##### Median Pay Gap

The median is the middle value when pay data is ranked. The median GPG compares the middle-paid man and woman.

##### Quartile Bands

Employees are divided into four equal pay bands (quartiles). The proportion of men and women in each quartile shows gender representation across pay levels.

#### 1.2.1 Comparing Median and Mean GPG

Mean and median figures provide different insights into pay practices. The **median** is often considered more reliable as it is less influenced by extreme values, while the **mean** highlights the impact of very high or low earners. Comparing both can reveal important patterns in an organisation's pay structure.

A higher mean than median gap typically indicates more men in top-paying roles and more women in lower quartiles. Conversely, a lower mean than median may suggest a concentration of very low earners.

Under the Gender Pay Gap Information Act, employers such as ATC must report:

1. **Hourly Pay** – Mean and median differences between male and female employees.
2. **Bonus Pay** – Mean and median differences, plus the percentage receiving bonuses.
3. **Part-Time Pay** – Mean and median differences for part-time employees.
4. **Temporary Contracts** – Mean and median differences for temporary employees.
5. **Benefits in Kind** – Percentage of male and female recipients.
6. **Quartiles** – Gender distribution across four pay bands.
7. **Context** – Reasons for any gaps.
8. **Actions** – Measures to reduce or eliminate gaps.

## 2. ATC Gender Pay Gap Figures for 2024

### 2.1. 2024 GPG Figures

Table 1 provides a summary of ATC’s 2024 headline GPG figures in accordance with the requirements of the Gender Pay Gap (Information) Act, 2021 against the same requirements from the 2024 reporting period:

All Employees	2023 Figures
Mean Hourly Pay Gap	13.16%
Median Hourly Pay Gap	6.51%
Bonus Pay	
Mean Bonus Gap	26.15%
Median Bonus Gap	-35.77%
Percentage of Male Employees who Received a Bonus	77.19%
Percentage of Female Employees who Received a Bonus	75.00%
Part-Time Workers	
Mean Hourly Gap	35.26%
Median Bonus Gap	52.09%
Fixed-Term Workers	
Mean Hourly Gap	3.92%
Median Hourly Gap	2.84%

Fig.1 Summary of ATC’s 2024 GPG Figures

### Quartile Data

Male and female employees in ATC fall within the following pay quartiles:

Quartile Percentages	% of Males	% of Females
Q4 - Upper Income Quartile	86.11%	13.89%
Q3 - Mid Upper Income Quartile	80.00%	20.00%
Q2 - Mid Lower Income Quartile	74.29%	25.71%
Q1 - Lower Income Quartile	80.56%	19.44%

Fig 2. Summary of ATC’s 2024 Quartile Data

# 2.2 - 2024 GPG Figures for ATC



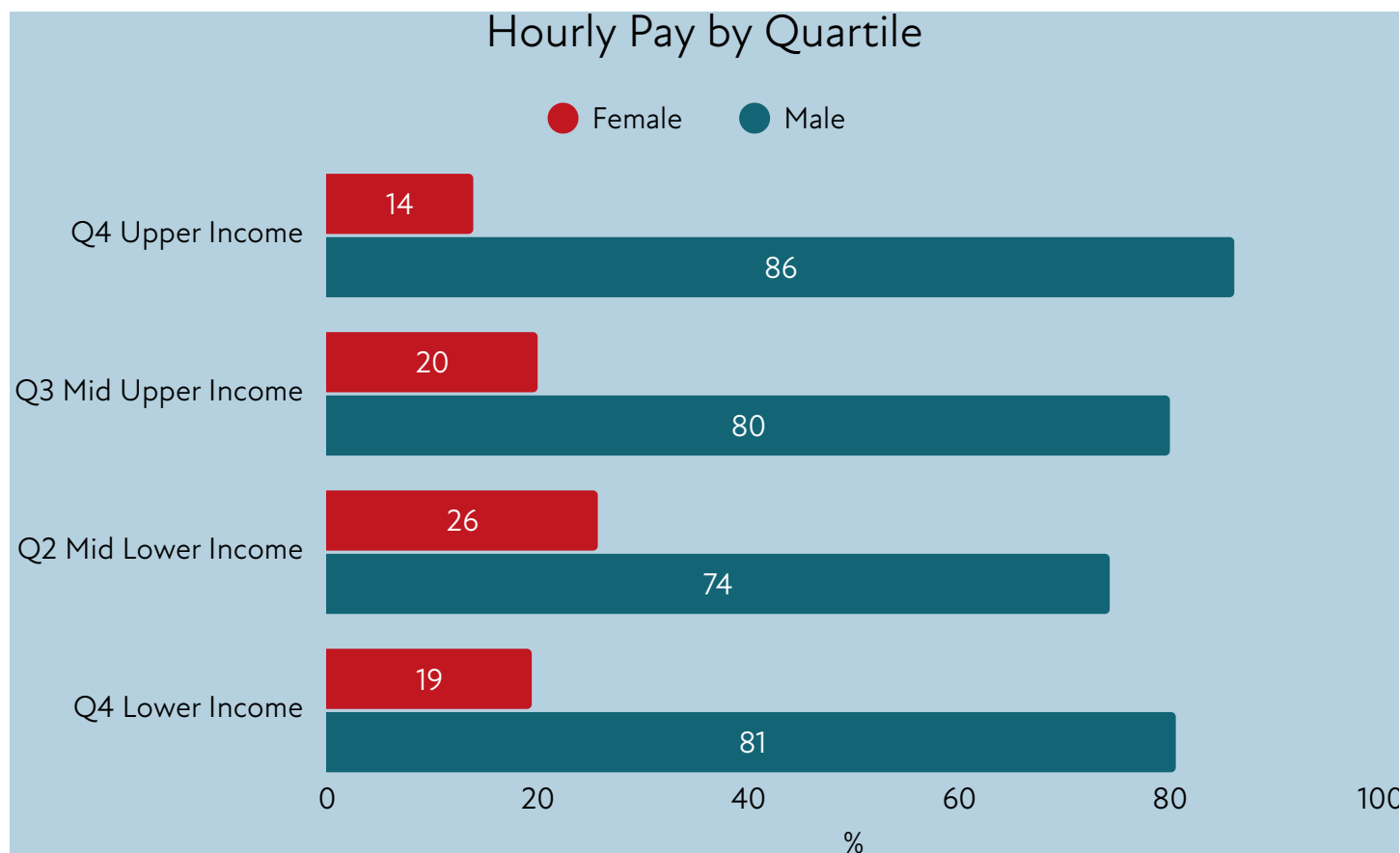
Provided below are ATC’s 2024 GPG figures in dashboard format. Where a percentage difference is being expressed, a positive value means the percentage difference in favour of males and a negative value means a percentage difference in favour of females.

<div>Mean Gender Pay Gap</div> <div>13.16% - Mean Gender Pay Gap</div> <div>26.15% - Mean Bonus Gap</div>	<div>Median Gender Pay Gap</div> <div>6.51% - Median Gender Pay Gap</div> <div>-35.77% Median Bonus Gap</div>	<div>Female</div> <div>€29.71 - Average Hourly Rate</div> <div>€46,913 - Average Ordinary Pay</div> <div>Male</div> <div>€34.21 - Average Hourly Rate</div> <div>€56,645 - Average Ordinary Pay</div>
---	---	---

<div>Employee Split</div> <div></div>	<div>For every €1 the mean man earns, the mean woman earns:</div> <div>€0.87</div>	<div>For every €1 the median man earns, the median woman earns:</div> <div>€0.93</div>
---------------------------------------	--	--

Proportion Paid a Bonus	
75.00%	77.19%
Prop Paid Bonus Female	Prop Paid Bonus Male

Proportion Received BIK	
42.86%	54.39%
Prop Paid BIK Female	Prop Paid BIK Male



## 2.3. Analysis of 2024 GPG Figures

### Insights from ATC's 2024 GPG Data

- **Median GPG:** At **6.51%**, ATC's median gender pay gap is below the national average of 9.6%. Given our relatively small dataset (142 employees), the median is the more reliable measure.
- **Impact of Senior Leadership:** Excluding senior leadership reduces the mean GPG from **13.16% to 1.36%** and the median from **6.51% to 4.84%**, well below the national average. The mean bonus gap also shifts significantly to **-125.85%**, reflecting the influence of leadership roles on overall figures.
- **Gender Representation:** ATC's overall male/female split is **80.28%/19.72%**, consistent across most quartiles. However, the upper-income quartile shows **86.11%/13.89%**, a key driver of the gap.
- **New Joiners:** For employees hired during the snapshot period, the mean and median GPG are **-12.37%** and **-31.56%**, indicating that female new hires are, on average, more senior than male counterparts. This positively impacts quartile distribution and overall GPG.
- **Contract Type Impact:** Removing fixed-term and part-time staff reduces the mean and median pay gap by **4.29%** and **2.55%**, and the bonus gap by **5.74%** and **14.11%** respectively.

## 3. How ATC is Addressing its Gap

### 3.1 Inclusive Recruitment Practices

ATC is committed to attracting talent from diverse backgrounds through inclusive recruitment practices. Measures such as psychometric testing help ensure a fair process, free from unconscious bias. Selection is based solely on merit, with no discrimination on any unjustifiable basis.

### 3.2 Strong Pipeline of Female Talent

As highlighted in Section 2.3, ATC welcomed a strong cohort of female talent during the reporting period. While female representation in the upper-income quartile remains lower than other quartiles, increasing diversity at senior leadership level is a priority. Continued progress will help align upper-quartile representation with overall workforce ratios, reducing the gender pay gap over time.

### **3.3 Policies & Practices**

ATC offers enhanced family-friendly policies beyond statutory requirements. Maternity and adoptive leave are fully topped up for the entitled period, reducing financial stress for new parents. Paternity leave is also topped up to 100%, promoting shared parental responsibilities. Additionally, ATC's hybrid and flexible working policy supports employees with caring responsibilities—particularly relevant for working mothers. Research (Women at Work 2023) shows that 20% of women cite flexibility as key to remaining in their roles or avoiding reduced hours.