

ATC - 2025 Gender Pay Gap Report



ATC Gender Pay Gap Figures for 2025

1. Introduction & Approach

ATC Logistics has prepared this report to calculate and disclose its Gender Pay Gap (GPG) as of **26th June 2025**, in compliance with the **Gender Pay Gap Information Act 2021**. The Act requires employers with **50 or more employees** to publish gender pay gap data based on a June snapshot date.

With **169 employees**, this marks ATC Logistics' second year of reporting under the legislation.

This report provides:

- An overview of the background and reporting requirements under the Act
- ATC Logistics' GPG results for 2025
- Recommendations to further reduce the gender pay gap and promote gender equality across all levels of the organisation

1.1 Understanding the Pay Gap & Key Calculations

What is 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**, employers must report their gender pay gap annually and outline measures to reduce it. The Act was introduced in July 2021, initially applying to organisations with 250+ employees from 2022. As of 2025, all organisations with **50 or more employees** are required to report.

How is it Different from Equal Pay?

Equal pay ensures men and women receive the same pay for equal work. It is unlawful to pay differently for equal work unless justified by factors unrelated to gender. The gender pay gap, by contrast, reflects overall average pay differences across the workforce.

What is the Mean Pay Gap?

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

What is the Median Pay Gap?

The median is the middle value when pay data is ranked. The median GPG compares the middle-paid man and woman, offering a measure less influenced by extreme values.

What are Quartile Bands?

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

1.1.1. Comparing Median and Mean GPG

Mean and Median GPG offer different perspectives to understand an employer's pay practices. The median figure is often considered the more useful considering it is less swayed by extreme figures at either end of the pay spectrum. The influence of 'extreme' figures of those top earners on the gender pay gap is therefore very important, and a crucial reason the mean is a key figure in gender pay gap reporting. The difference between these two figures however can bring keen insights into the pay structure at an organisation.

The presence of a group of very low earners can swing the mean to below the median. Conversely, a small group of very high earners can sway the mean to greater than the median. Organisations with greater mean than median gender pay gap will therefore likely observe a statistically outsized number of men occupying top positions in the upper quartile of earners and women occupying the bottom two quartiles.

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 gender pay gaps.
8. **Actions** – Measures to reduce or eliminate gaps.

2. ATC Gender Pay Gap Figures for 2025

2.1. 2025 GPG Figures

Table 1 provides a summary of ATC Logistics' 2025 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	2025 Figures	2024 Figures	Change
Mean Hourly Pay Gap	-13.21%	13.16%	-26.37%
Median Hourly Pay Gap	-8.59%	6.51%	-15.10%
Bonus Pay			
Mean Bonus Gap	-54.33%	26.15%	-80.48%
Median Bonus Gap	-20.33%	-35.77%	+15.47%
Percentage of Male Employees who Received a Bonus	85.82%	77.19%	+8.63%
Percentage of Female Employees who Received a Bonus	89.29%	75.00%	+14.29%
Part-Time Workers			
Mean Hourly Gap	-42.98%	35.26%	-78.24%
Median Hourly Gap	-22.56%	52.09%	-74.65%
Fixed-Term Workers			
Mean Hourly Gap	-2.38%	3.92%	-6.30%
Median Hourly Gap	-8.37%	2.84%	-11.21%
Benefit-in-Kind (“BIK”)			
% of Male Employees who Received BIK	2.84%	48.18%	-45.34%
% of Female Employees who Received BIK	0%	57.14%	-57.14%

Fig.1 Summary of ATC’s 2024 and 2025 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	76.19% (-9.92%)	23.81% (+9.92%)
Q3 - Mid Upper Income Quartile	85.71% (+5.71%)	14.29% (-5.71%)
Q2 - Mid Lower Income Quartile	88.10% (+13.81%)	11.90% (-13.81%)
Q1 - Lower Income Quartile	83.72% (+3.16%)	16.28% (-3.16%)

Fig 2. Summary of ATC’s 2025 Quartile Data

2.2 - 2025 GPG Figures for ATC

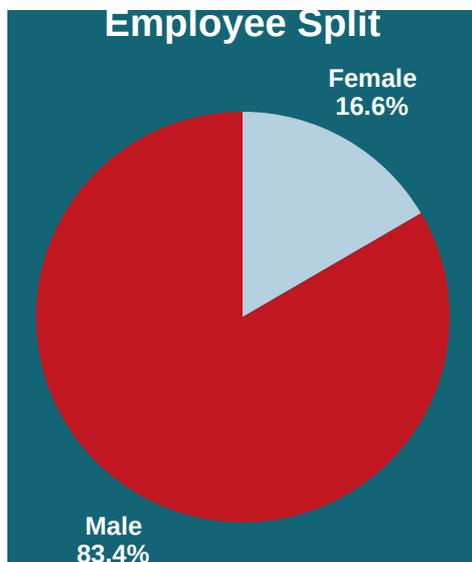


Provided below are ATC Logistics' 2025 GPG figures in dashboard format. Where a percentage difference is being expressed, a positive value means the percentage difference in favour of males and a negative value means a percentage difference in favour of females.

ATC - 2025 Gender Pay Gap

for the reporting period from 27th June 2024 - 26th June 2025

Mean Gender Pay Gap -13.21% - Mean Gender Pay Gap -54.33% - Mean Bonus Gap	Median Gender Pay Gap -8.59% - Median Gender Pay Gap -20.30% Median Bonus Gap	Female €34.73 - Average of Hourly Rate €28.99 - Median of Hourly Rate Male €30.68 - Average of Hourly Rate €26.70 - Median of Hourly Rate
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For every €1 the mean man earns, the mean woman earns:

€1.13

For every €1 the median man earns, the median woman earns:

€1.09

Proportion Paid a Bonus	
89.29%	85.82%
Prop Paid Bonus Female	Prop Paid Bonus Male

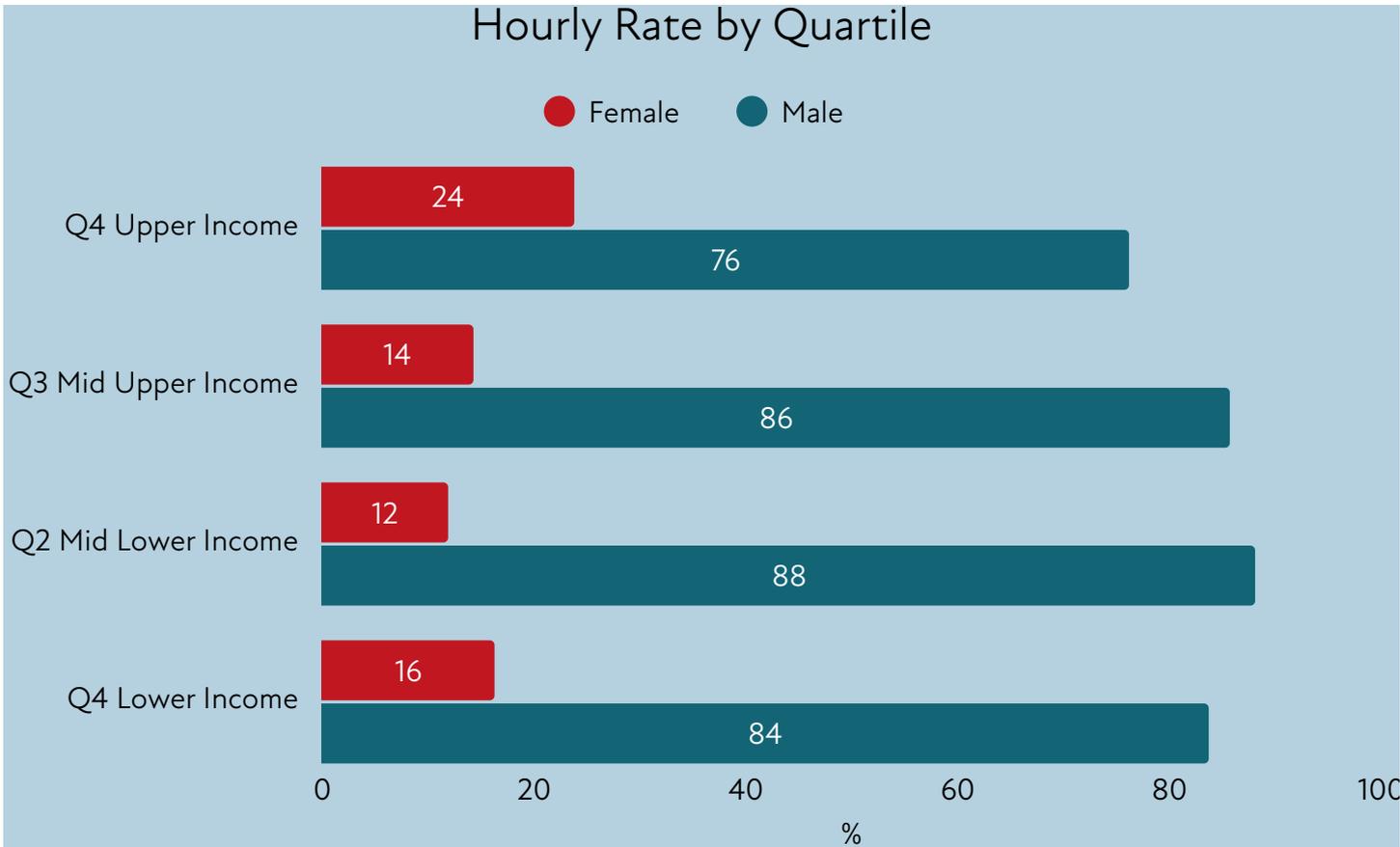
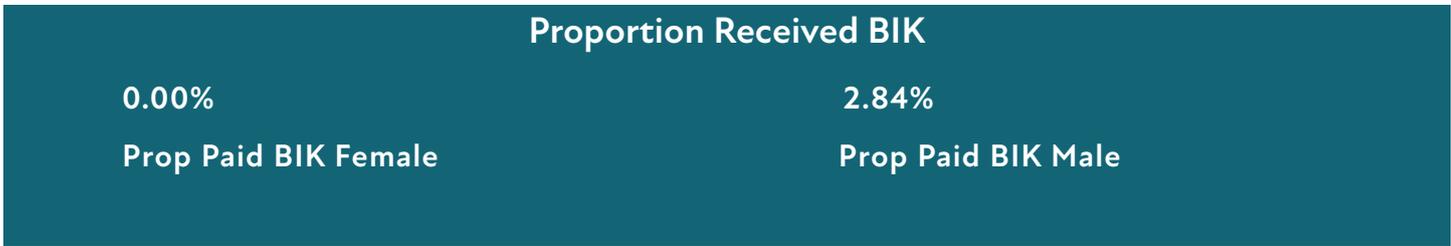


Fig 3. ATC 2025 GPD Dashboard

2.3. Analysis of 2025 GPG Figures

Insights from ATC’s 2025 GPG figure of -13.21%

Overall Mean GPG

ATC Logistics’ mean gender pay gap shifted significantly from **13.16% in favour of male employees in 2024** to **-13.21% in favour of female employees in 2025**. Several factors contributed to this change:

Pay Quartile Distribution

- 2024: Female employees represented **19%** of overall headcount but were underrepresented in the upper quartile (**13.5%**) and overrepresented in the mid-lower quartile (**24.3%**), lowering the average female hourly rate and increasing the male rate.
- 2025: Female representation decreased slightly to **16%**, but **23.8%** of employees in the upper quartile are now female. Conversely, female overrepresentation in mid-lower quartiles has reduced, improving pay balance.
- Result: Male mean and median hourly rates decreased by **~9%** and **~2%**, while female rates increased by **17%** and **15%**, driving the overall GPG reversal.

Bonus Pay

Both male and female median bonuses increased, but male bonuses grew at a faster rate—though still below female bonuses—resulting in a **median bonus gap of -20.30%**, down **15.47%** from 2024.

- Top 10% of bonus payments: **36% to female employees**, boosting the mean female bonus.
- Lowest 10%: **87% to male employees**, reducing the mean male bonus, creating a **mean bonus gap of -54.33%**.

ATC maintains a transparent, objective-based bonus scheme and remains committed to achieving greater parity.

Fixed-Term Contracts

The mean GPG for fixed-term employees is **-2.38%**, a **6.3% reduction** from 2024. Fixed-term staff increased by **~40%**, with **64% male** and **36% female**. ATC recognises the impact of fixed-term arrangements on career progression and aims to encourage balanced uptake across genders.

Part-Time Employees

Part-time GPG shifted dramatically:

- Mean: From **35.26% in favour of men (2024)** to **42.98% in favour of women (2025)**.
- Median: From **52.09% in favour of men** to **22.56% in favour of women**.

Part-time staff increased by **75%**, with **71% female** (spread across junior and mid-management roles) and **29% male** (primarily junior roles). ATC is committed to promoting flexible working for men and women to support career balance.

3. How ATC is Addressing its Gap

Addressing the Gender Pay Gap (GPG) is a long-term process that requires sustained effort and commitment. ATC has already taken significant steps to reduce its gap and continues to implement initiatives that promote fairness, equality, and opportunity for all employees. Below are the key actions ATC is undertaking:

3.1 Inclusive Recruitment Practices

ATC is committed to attracting and recruiting talent from a diverse background and has instituted inclusive recruitment practices such as structured competency-based interviews to ensure the recruitment process is free from unconscious bias. ATC seeks to select candidates suitable for employment solely on the basis of merit and will not discriminate against any group or individual on any unjustifiable basis.

3.2 Strong Pipeline of Female Talent

ATC has committed to ensuring a strong pipeline of female talent is in place within the Company, which is demonstrated by an improved representation at the upper income quartile compared to the previous year which is a key factor in the reduction of our GPG for 2025. Whilst the Industry ATC operates in is historically one with an overrepresentation of male employees, leadership are committed to ensuring a strong pipeline of male and female talent is in place throughout all levels in the Company, and aims towards having balanced representation at all quartiles reflective of overall headcount (83% male, 17% female), as this would further address GPG towards parity and ensure both men and women are equally represented throughout ATC.

3.3 Policies & Practices

ATC continues to implement policies that go beyond statutory requirements to support employees throughout their career and life stages. Key initiatives include:

- **Enhanced Parental Leave:** Maternity and adoptive leave are fully topped up for the entitled weeks, reducing financial stress for new parents. Paternity leave is also topped up to 100%, promoting shared parental responsibilities.
- **Flexible & Hybrid Working:** ATC's flexible working policy enables employees to balance work and family commitments, which research shows is critical for retaining female talent and supporting career progression.
- **Career Development Support:** ATC is introducing targeted leadership development programs and mentorship opportunities to accelerate progression for underrepresented groups, ensuring equitable access to senior roles.
- **Awareness & Training:** ATC provides ongoing training on unconscious bias and inclusive leadership to managers and decision-makers, reinforcing a culture of fairness and equality.