



DPD Ireland Gender Pay Gap Report 2025





Gender Pay Gap Results 2025

Hourly Pay Gap
Mean 2% Median 4%

Bonus Pay Gap
Mean 31.5% Median 0%

Part Time Pay Gap
Mean -2% Median 0%

**Proportion Males & Females
Receiving Bonus**
Male 85% Female 87%

Proportion Receiving BIK
Male 0% Female 0%

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

Pay Quartile	Men	Women
Top Quartile %	 69%	 31%
Upper Middle Quartile %	 77%	 23%
Lower Middle Quartile %	 70%	 30%
Lower Quartile %	 65%	 35%



Our Commitment to Workplace Equity: The 2025 Gender Pay Gap Report

We are pleased to present our 2025 Gender Pay Gap Report as part of our steadfast commitment to equality, diversity, and inclusion. This report offers a clear view of our compensation data and highlights the advancements we are achieving in fostering a workplace that is genuinely fair.

Our team of 581 employees as of 30 June 2025 is the foundation of our innovative and successful environment. By sharing these findings, we affirm our commitment to addressing the gender pay gap and ensuring our workplace is a space where all careers can flourish.

Understanding Our Gender Pay Gap Results

Progress in Hourly Pay:

- The mean hourly pay gap is a positive 2%.
- Our median hourly pay gap is stable at 4%, positioning us favourably within our industry.

Equitable Bonus Structures:

- We have maintained a 0% median bonus pay gap, underscoring our principle of equal recognition for performance.
- The mean bonus gap is 31.5%, a figure primarily driven by sales commissions and other performance-related management bonuses.
- As a token of our appreciation, a €1,000 bonus voucher (pro-rata) was provided to every employee for the third year running in November and December 2024.

Fairness in Part-Time Roles:

- In 2025, our part-time female employees earned an average of 2% more per hour than their male counterparts, confirming our commitment to equity across all work arrangements.

Focus on Female Leadership:

- The number of women on our management team remained stable this year. We recognise the need for focused action in this area and are enhancing our programmes to attract, retain, and promote female leaders within our organisation.



Understanding Our Gender Pay Gap Results

The context for our gender pay gap results is rooted in our continuous, strategic effort to build a workplace where every individual can thrive. The following externally-validated achievements from the past year are key indicators of our progress and form the foundation of our ongoing commitment to equity.

Recent Milestones in Our People & Culture Strategy:

Validated Excellence in Employee Wellbeing:

Our recertification as a **Great Place to Work®** confirms that our initiatives focused on employee support, psychological safety, and overall wellbeing are effective and valued by our team. A culture of wellbeing is essential for retaining a diverse workforce.

Consistent Recognition as a Top Employer:

For the fourth consecutive year, our recognition as one of Ireland's leading employers substantiates our success in creating an outstanding employee experience. This consistent performance is crucial for positioning DPD Ireland as an attractive employer for top-tier talent, including women in a competitive market.

A Structured Path to Enhanced Diversity:

Last year, we achieved Silver Accreditation from the **Irish Centre for Diversity**. We are now leveraging this framework to progress toward Gold Accreditation, signifying a mature, measurable, and proactive approach to our diversity and inclusion goals.

Commitment to Equitable Career Progression:

Retaining our **CCA Global Accreditation for Learning and Development** underscores our dedication to providing equitable access to skills training and career advancement opportunities. This investment is critical to ensuring that all employees, regardless of gender, have the tools and support needed to advance within the company.



Gender Pay Gap Results 2025

Our primary strategic goal for 2025 is to maintain and enhance our status as an Employer of Choice. A key pillar of this strategy is a targeted focus on gender parity. We are committed to attracting talented people, regardless of gender, into all roles, from operational to leadership positions, and critically, to retaining them through a culture of equity, opportunity, and demonstrable support.

Des Travers
CEO

A handwritten signature in black ink, reading 'Des Travers'.





Gender Pay Gap
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