



DPD Ireland Gender Pay Gap Report 2024





Gender Pay Gap Results 2024

Hourly Pay Gap
Mean 1% Median 4%

Bonus Pay Gap
Mean 3% Median 0%

Part Time Pay Gap
Mean -5% Median 2%

**Proportion Males & Females
Receiving Bonus**
Male 94% Female 98%

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 %	 70%	 30%
Upper Middle Quartile %	 81%	 19%
Lower Middle Quartile %	 74%	 26%
Lower Quartile %	 61%	 39%



Understanding Our Gender Pay Gap Results

We are proud to present the 2024 Gender Pay Gap Report, showcasing our commitment to fostering a workplace that values equality, diversity, and inclusion. It reflects our ongoing efforts to promote fairness and transparency while building a workplace culture that embraces and uplifts all individuals supports and empowers everyone.

By the end of June 30, 2024, our team consisted of 537 talented employees who play a vital role in shaping the energetic and innovative environment that fuels our achievements. Through sharing these findings, we seek to reinforce our unwavering commitment to making substantial strides in reducing the gender pay gap and establishing a space where all can flourish.

Here are the key takeaways from this year's report:

Narrowing the Pay Gap:

- The **mean hourly pay gap** has reduced from 2% to an impressive **1%**, highlighting substantial progress.
- The **median hourly pay gap**, while increasing slightly to 4%, remains among the lowest in our sector.

Equitable Bonuses:

- We have achieved a dramatic reduction in the mean bonus pay gap, now at **3%**.
- The **median bonus pay gap** stands firmly at **0%**, reinforcing our commitment to equitable recognition.
- For the second consecutive year, every employee received a **€1,000 bonus voucher (pro-rata)** as a token of appreciation for your dedication.

Part-Time Pay Parity:

- In 2024, part-time female employees earned, on average, **2% more** than their male counterparts. This is a testament to our commitment to fairness across all roles.

Strengthening Female Leadership:

- Another woman was promoted to a senior management position this year, increasing female representation in our leadership team to **45%**.



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Celebrating Our Achievements:

This has been a remarkable year for DPD Ireland, with significant milestones demonstrating our commitment to creating a workplace where everyone thrives:

- Certified as a **Great Place to Work**, validating our dedication to employee well-being.
- Recognised as one of **Ireland's top employers**, celebrating our exceptional employee experience.
- Awarded the **Pieta House Amber Flag**, reflecting our commitment to mental health and well-being.
- Achieved **Silver Accreditation** from the Irish Centre of Diversity, with an inclusion score of **77.8%**, nearing the national benchmark of 78%.
- Honoured as one of the first organisations to receive the **CCA Global Accreditation** for Learning and Development, showcasing our investment in your growth.

Looking Ahead:

In 2025, DPD is committed to maintaining its status as an Employer of Choice. Our priority remains attracting and retaining talented women in all positions by demonstrating our unwavering commitment to gender parity.

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

Des Travers
CEO





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