

Ireland Gender Pay Gap Report 2022 - STL Logistics



Introduction

From June 2022, the Irish Gender Pay Gap Information Act 2021 requires organisations in Ireland to report on their hourly gender pay gap across a range of metrics. The gender pay gap is a measure of the difference in the average pay of men and women across a workforce. It compares the pay of all working men and women; not just those in similar jobs, with similar working pattern or with similar competencies, qualifications or experience. STL is a leading 3PL with locations throughout Ireland. Please see below for findings

% of All Employees by Gender as at 26th June 2022

Male	91%
Female	9%

Total Remuneration Gap

The scope of this report focuses on 480 employees from our Republic of Ireland operations on the snapshot date of 26th June 2022. Units include drivers, warehouse operators, financial, IT, HR and administration supports to the company.

Mean The mean gender pay gap is the difference in the average hourly rate of pay between men and women.

Median If all our team members were lined up in a female and male row, from lowest to highest paid, the median gender pay gap compares the pay of the female or male in the middle of their row.

Mean	-12%
Median	-19%

Females have a higher mean and median remuneration

Gender represented by Total Remuneration

Gender	Lower	Lower Middle	Upper Middle	Upper
Female	3%	13%	5%	15%
Male	97%	87%	95%	85%

Bonus Gap

Proportions of males and females who received bonus who were eligible.

Male	61%
Female	70%

Mean and Median Bonus Remuneration

Mean	-19%
Median	-14%