

# **GENDER PAY GAP REPORT 2025**

# Gender Pay Gap Report 2025

T&R operates in the Sales, Marketing, Warehousing and Logistics for many National and International Brands servicing the Wholesale and Retail Channels across Ireland.

Our Staff are made up of Warehouse Operatives, Field Sales Representative's, National Account Mangers and Head Office Administration Support.

As a business we strive to achieve Equal Pay and Opportunities for all Female and Male staff, we operate in an environment where all staff are treated equally.

## About this Report

- Gender Pay Gap Reporting is not a measure of equal pay but instead refers to the difference between the average hourly pay rates of male and female employees across all levels of the organisation at a specific date in time.
- The results are reported based on mean values (the difference between the average of men's and the average of women's pay) as well as median values (the difference between the mid point in the total range of men's pay and the mid-point in the total range of women's pay).

## What is Included in the Report

- Mean and median hourly pay gap: The difference in average hourly pay between male and female employees.
- Mean and median bonus pay gap: The difference in average bonus pay between genders, and the percentage of men and women who receive bonuses.
- Gender distribution by quartile: The number of men and women in each of four equally sized pay quartiles (bands).
- Benefits in kind: The percentage of men and women who received benefits in kind

## Hourly Pay Gap:

The mean hourly pay gap in T&R is 25%. This can be attributed to the fact that we operate in a male dominated business sector and while all the roles in the company are open to both male and female applicants, 2/3rds of all company employees at the snapshot date are male.

## Bonus Pay Gap:

T&R's mean hourly bonus pay gap is a result of the lower representation of females that work in roles that have a bonus related element within their contract.

## Benefit in Kind:

There are more male employees in receipt of a benefit in kind mainly due to the fact that more males tend to take up field based roles that require company vehicles to facilitate travel.

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## Data Snapshot Date: 30th June 2025:

Mean Hourly gender pay gap (All)	25%
Mean Hourly gender pay gap (Full Time)	25%
Mean Hourly gender pay gap (Part Time)	-37%
Mean Hourly gender pay gap (Temporary)	N/A
Median Hourly gender pay gap (All)	2%
Median Hourly gender pay gap (Full Time)	3%
Median Hourly gender pay gap (Part Time)	-37%
Median Hourly gender pay gap (Temporary)	N/A
Mean Hourly Bonus gender pay gap (All)	65%
Median Hourly Bonus gender pay gap (All)	7%

	FEMALE	MALE
% of Employees per gender	33%	67%
% of Employees per gender to receive a bonus	100%	92%
% of Employees per gender to receive a benefit in kind	42%	51%
% of employees within lower remuneration quartile	22%	78%
% of employees within lower middle remuneration quartile	50%	50%
% of employees within upper middle remuneration quartile	33%	67%
% of employees within upper remuneration quartile	26%	74%