



GENDER PAY GAP REPORT 2024



Introduction

NVD Trading Ltd. is in its third year of reporting on gender pay. We recognised the benefits that this reporting requirement would bring since 2022 and we have benefits from the focus that this has brought. We continue to take proactive steps to address the findings and take actions to improve.

While our gender pay gap reflects some of the broader trends within the transport industry, we are dedicated to challenging these norms, promoting diversity at all levels of the organisation and creating pathways for women to develop in traditionally underrepresented roles.

This report highlights our gender pay gap data and outlines the initiatives we have undertaken to tackle these challenges, demonstrating our continued commitment to building a more inclusive future for all our employees.

Legislation in Ireland

On 13 July 2021, the Irish government introduced legislation for mandatory gender pay gap reporting in Ireland in the form of the Gender Pay Gap Information Act 2021. On 3 June 2022 the Employment Equality Act 1998 (section 20A) (Gender Pay Gap Information) Regulations 2022 were published. In December 2022, gender pay gap reporting became a requirement under Gender Pay Gap Information Act 2021. This will oblige organisations with 250 or more employees to publish annual calculations illustrating pay gaps between what women earn and what men earn. For 2024, the threshold for mandatory reporting has been reduced to 150 employees. Organisations with over 250 employees are in their third year of reporting on their Gender Pay Gap across a range of metrics.

What is gender pay gap?

Gender pay gap is the difference in the average gross hourly pay of women compared with men in a particular organisation, regardless of the nature of their work. It is expressed as a percentage of men's pay. The gender pay gap captures whether women are represented evenly across an organisation. The gender pay gap should not be confused with the concept of equal pay for equal work. The existence of a gender pay gap does not necessarily mean that women are not receiving equal pay.

How is the gender pay gap calculated?

To calculate the mean gender pay gap:

1. Add together the hourly pay of all male employees and divide this figure by the number of male employees to get the average pay for men.
2. Add together the hourly pay of all female employees and divide this figure by the number of female employees to get the average pay for women.
3. Subtract the average pay for women from the average pay for men, divide by the average hourly pay for male employees and multiply the result by 100.

To calculate the median gender pay gap:

1. List the hourly pay of all male employees in order of lowest paid to highest and identify the middle salary.
2. List the hourly pay of all female employees in order of lowest paid to highest and identify the middle salary.
3. Subtract the median hourly pay for female employees from the median hourly pay for male employees, divided by the hourly pay for male employees.

Our Gender Pay Data Analysis

The gender pay gap analysis is based on annual base pay as of 19th June 2024.

Gender Distribution Figures

Gender distribution between male and female as at 19th June 2024 was 91% male and 9% female.

	Number	Percentage
Males	306	91%
Females	32	9%

Gender Pay Gap

As at 19th June 2023, the mean gender pay gap for all employees is 3.12% with the median gender pay gap being 15.25%.

A positive % indicates that the pay gap is in favour of men and a negative % indicates that the pay gap is in favour of women.

	Gender Pay Gap	Bonus Pay Gap
Mean	3%	71%
Median	15%	72%

Bonuses and Benefits In Kind

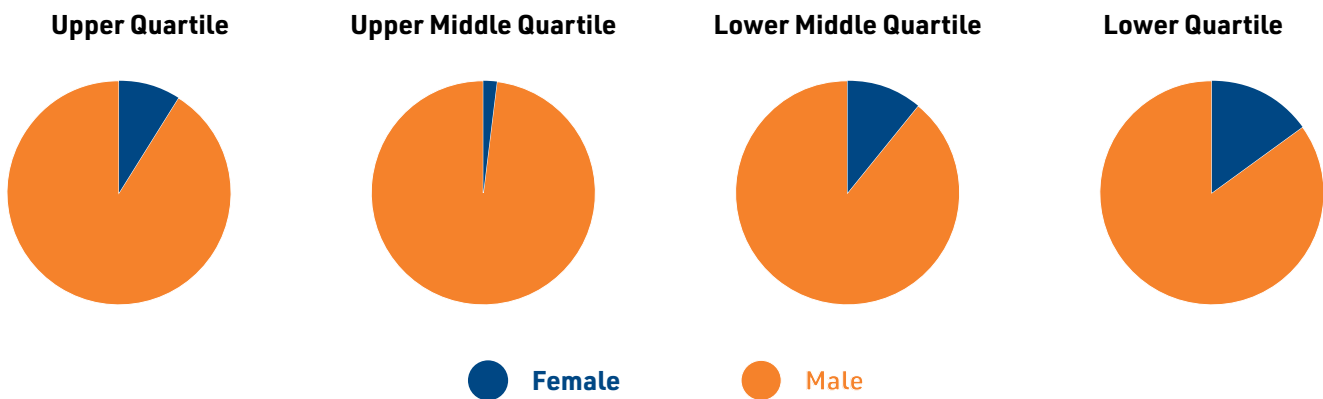
Under the regulations, we note the proportion of men and women that received bonuses and non-cash benefits of monetary value.

	Proportion Receiving BIK	Proportion Receiving Bonus
Males	6%	73%
Females	13%	47%

Salary Pay Quartiles

Pay Quartiles are calculated by equally dividing men and women across four pay quartiles. Each quartile provides an indication of the representation of women at different levels of the organisation.

	Number		Percentage	
	Male	Female	Male	Female
Upper Quartile	77	8	91%	9%
Upper Middle Quartile	82	2	98%	2%
Lower Middle Quartile	76	9	89%	11%
Lower Quartile	71	13	85%	15%



Reasons for the Pay Gap

- The operation requires a lot of historically male dominated skills such as HGV Drivers, Mechanics, Motor Industry Qualified Craftworkers.
- Significant lower level of female participation in the transportation industry.
- A competitive employment market has seen some women leave the business.

Action Plan

We have seen a decrease in females in the upper middle quartile in comparison to 2023 which is as a direct result of the competitive labour market. We have also seen an overall reduction in our overall employees but the reduction in females has not been at the same proportion to males.

Due to the challenge that a full employment market brings we need to continue to focus our recruitment process to ensure it is promoting inclusion, objectivity and consistency across all recruitment activities.

Our traineeship programme needs to find a way to encourage more females to get involved so we can develop more females with these skillset in the company.

The senior management team remains committed to continuing this drive for more women in the workplace and ensuring we continue to close the gender pay gap.