

# Progressing together with purpose

an  
post

## An Post Gender Pay Gap Report 2024

### An Post 2024 Gender Pay Gap

|        | 2022  | 2023   | 2024          |
|--------|-------|--------|---------------|
| Mean   | -.86% | -3.80% | <b>-2.80%</b> |
| Median | .49%  | -.20%  | <b>.70%</b>   |

**"These results demonstrate our steadfast commitment to equality. We firmly believe that increasing female representation is driving significant positive change within An Post, enhancing our innovation, collaboration, and overall success. Thank you to all An Post colleagues for your continued support and dedication."**

David McRedmond CEO

### Gender Pay Gap

The gender pay gap is the difference in the average hourly wage of men and women across a workforce. This includes: basic pay, allowances, overtime, and performance-related bonuses.

### Female representation

Driven by our commitment to equality, female representation is increasing across all areas of our business.

|                         | 2021 | 2022 | 2023 | 2024       |
|-------------------------|------|------|------|------------|
| Senior Management Group | 34%  | 41%  | 43%  | <b>47%</b> |
| Management Group        | 36%  | 37%  | 37%  | <b>40%</b> |
| Postal Operatives       | 13%  | 13%  | 14%  | <b>15%</b> |



David McRedmond, CEO hosted women from across our three business units for feedback on issues impacting Gender Equality in An Post.

# Our big moves in 2024

## 1. Access to opportunities

Our new, **best in class recruitment candidate tracking system** went live enabling a transparent, end-to-end solution for the recruitment of all roles.



## 2. Inclusive working environment

New **two-year Diversity & Inclusion plan** developed following feedback from the 2024 Inclusion survey and focus group sessions across An Post.



## 3. Promoting health and wellbeing

Our new **Mental Health Support Policy & Discussion Guide** were developed in conjunction with our union partners, and our **Elephant in the Room** unveiled.



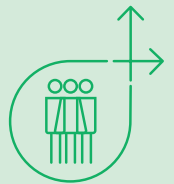
## 4. Developing our people

An Post Institute re-branded and expanded to **cultivate a culture of continuous learning** that inspires all staff to grow, progress and thrive.



## Spotlight on Jade & Beatrice

Since its launch in 2021, **125 women have taken part in the Aspire Female Talent Acceleration Programme**. This programme is specifically designed to develop and strengthen our female talent pipeline, supporting women to progress in their careers. **Let's hear from two of our recent participants.**



**Jade Molloy**

**Starting role:** Postal Operative, March 2019

**Current role:** Delivery Services Manager, appointed September 2024

**Aspire Graduate, April 2024**

**"The Aspire course gave me the confidence to apply for the role I wanted since I began my journey in An Post. The knowledge and confidence that I gained from the course are second to none. This is a company where there is always room to progress in the direction you want and the tools to help you do so, just ask!"**



**Beatrice Olteanu**

**Starting role:** Postal Operative, May 2021

**Current role:** Working Leader, appointed October 2024

**Aspire Graduate, May 2024**

**"My progress in An Post is partly due to hard work, and partly due to the great people I've met along my path - people that encouraged me, saw potential in me, and guided me in the right direction. All the courses that I took part in helped build my self-confidence, and applying all the techniques that I've learned helped me to progress and grow. I am a Romanian national and Ireland is my home now - I am grateful that I play a small part in An Post."**



To increase female representation of our frontline colleagues, in 2025 we will

|                                                                                                           |                                                                                      |                                                                                      |                                                                                      |
|-----------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------|
|                           |     |    |   |
| Target our postal operative colleagues to enrol on the <b>Aspire Female Talent Acceleration Programme</b> | Provide <b>Gender Equality &amp; Inclusive Leadership</b> training for line managers | Promote An Post as a <b>great place to work for women</b> through targeted campaigns | Continue to develop <b>family friendly policies</b>                                  |
|                         |    |    |  |

Celebrating women, our community reach

St Brigid's Day Stamps

Our St Brigid stamps were launched earlier this year to celebrate both Brigid the Saint (left) and Brigid the Goddess (right).



International Women's Day (IWD)

For IWD 2024, An Post celebrated the Power of Women Storytellers to be a voice for women in society.

The theme was inspired by An Post's St Brigid's Day stamps, which celebrated Brigid's ability as a storyteller and as a champion of diversity.



From left: Susan O'Neill, singer songwriter; Yoko Akino, stamp designer; Emer MacLysaght, writer; Nuala O'Connor, writer

## Appendix: 2024 Gender Pay Gap information Act 2021 Reporting Requirements (Snapshot date 2 June 2024)

| Gender pay gap requirements                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | Percentage              |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------|
| 1. Mean hourly gender pay gap (All)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | -2.80%                  |
| 2. Mean hourly gender pay gap (Part-Time)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | -4.04%                  |
| 3. Mean hourly gender pay gap (Temporary contract))                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | 5.61%                   |
| 4. Median hourly gender pay gap (All)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | 0.70%                   |
| 5. Median hourly gender pay gap (Part-Time)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | -2.02%                  |
| 6. Median hourly gender pay gap (Temporary contract)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | 6.19%                   |
| 7. Mean hourly <b>performance related bonus</b> gender pay gap (All).<br>The current difference is equivalent to a monetary amount of €95 and can be attributed to a higher percentage of men receiving a higher performance rating and so receiving a higher performance related bonus than women in some business areas <b>on this occasion</b> .                                                                                                                                                                                                                | 2.37%                   |
| 8. Median hourly <b>performance related bonus</b> gender pay gap (All)<br>The current bonus gap is equivalent to an average annual monetary difference of €99 and this is attributed to a higher percentage of men receiving a higher performance rating within our Performance Management Development process. The result of this is a slightly higher overall bonus amount than women in some areas of our organisation. In other areas we have the opposite where women have a higher average performance-related bonus in comparison to their male colleagues. | 3.41%                   |
| 9. Percentage of employees per gender to receive a <b>performance related bonus</b> remuneration                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | 7.44% (M)<br>13.43% (F) |
| 10. Percentage of employees per gender to receive benefit-in kind                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | 0.29% (M)<br>0.27% (F)  |
| 11. Percentage of employees within lower remuneration quartile                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | 67% (M)<br>33% (F)      |
| 12. Percentage of employees within lower middle remuneration quartile                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | 82% (M)<br>18% (F)      |
| 13. Percentage of employees within upper middle remuneration quartile                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | 84% (M)<br>16% (F)      |
| 14. Percentage of employees within upper remuneration quartile                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | 67% (M)<br>33%(F)       |