



Part of the DANX Carousel Group

# Gender Pay Gap Reporting 2025







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## Foreword & Thoughts on Gender Pay Gap at Alltrans from The Managing Director:

Alltrans is conscious that although our negative gender pay gap indicates a 42% higher average salary for female employees over male employees the major reasons for this are the low number of female employees making up only 5% of our workforce and the roles they perform.

- The **female employees** are mainly within our office-based roles which have generally higher paying salaries
- 75% of our work force are **drivers** and there is only 0.7% of the driver population are female
- This again shows why the bonus split is much higher for females than males as 89% of female employees work in office functions where it is more likely that they will have the potential to have a bonus scheme in their contract

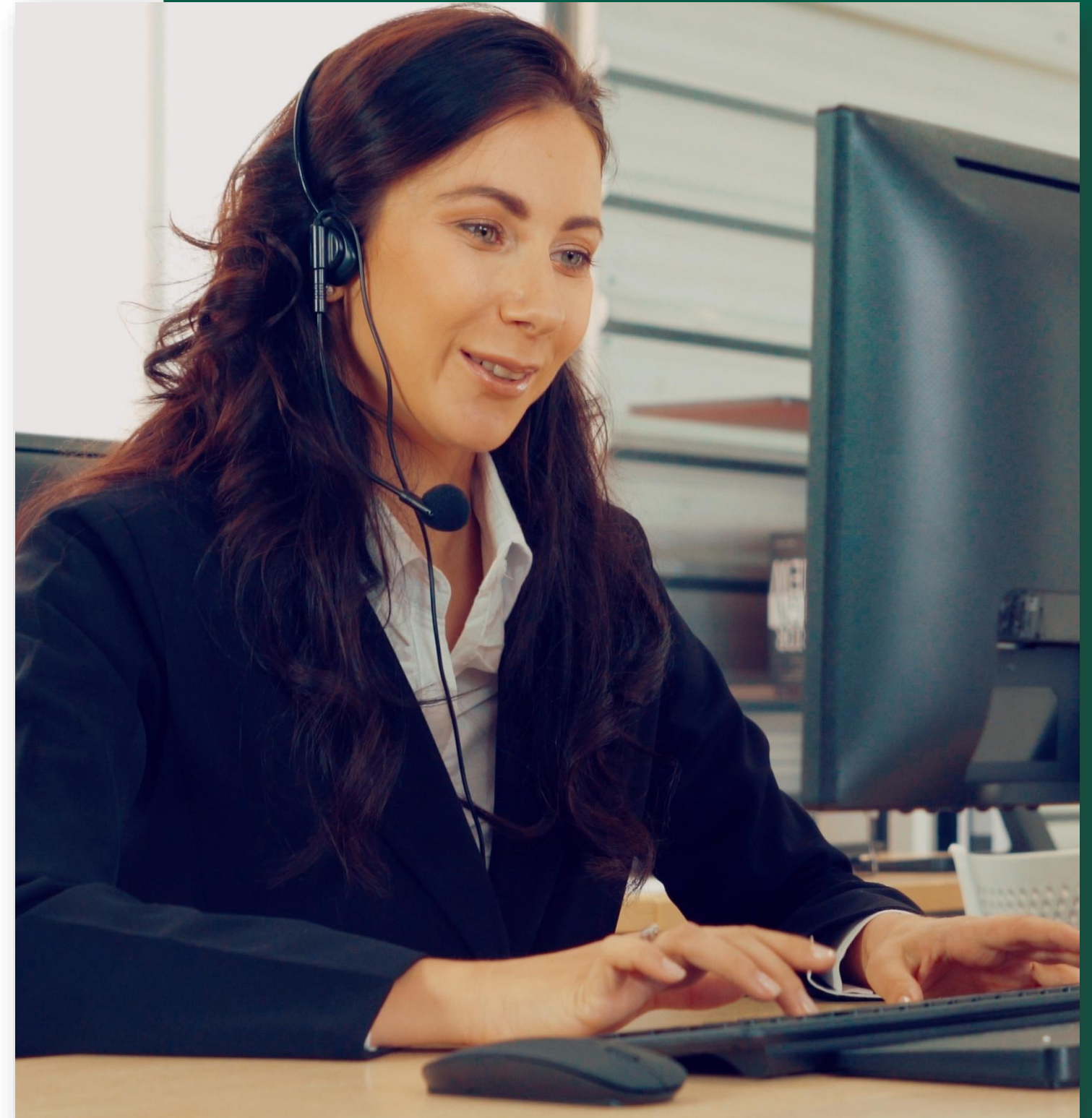
Transport and Logistics, especially in the critical time sector is a **difficult market to attract female candidates for our operational roles**. However it is Alltrans' ambition to create a more equal and diverse workforce, and we are working with our Parent Company, The DANX Carousel group who have made gender equality a priority, aligning our efforts with the UN Sustainable Development Goal #5: Gender Equality. (<https://danxcarousel.com/women-in-logistics/>)

While working with our parent group Alltrans is active in looking at practical ways to attract more female employees into a predominantly male dominated field.



**Lochlann Doherty**

Managing Director Carousel Ireland T/a Alltrans





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In June 2025, Alltrans undertook Gender Pay Gap Reporting.

The organisation chose Monday, 30th June 2025 as its snapshot date. Its reporting deadline is 30th November 2025 and the reporting period is 1st July 2024 to 30th June 2025

- On the Snapshot Date, Alltrans has 166 full-time employees and 10 part-time employees.
- The headcount on the snapshot date is 176.





# Gender Pay Gap Report 2025

## Split of Gender / Bonuses received / Benefits in Kind

Total Male Employees	167
Total Female Employees	9
% of Male employees paid a bonus	5%
% of Female employees paid a bonus	67%
% of Male employees who receive Benefits in Kind	1%
% of Female employees who receive Benefits in Kind	0%

## Gender Split in hourly remuneration Quartiles

Upper Quartile	Male	82%
	Female	18%
Upper Middle Quartile	Male	100%
	Female	0%
Lower Middle Quartile	Male	100%
	Female	0%
Lower Quartile	Male	98%
	Female	2%







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## Mean & Median Splits

Mean gender pay gap as a percentage of the mean pay of a male employee	-42%
Median gender pay gap as a percentage of the median pay of a male employee	-36%
Gender pay gap in the mean bonus remuneration of all employees	19%
Gender pay gap in the median bonus remuneration of all employees	10%





# Thank you



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