



NETWORK INTERNATIONAL CARGO LIMITED

Gender Pay Gap Report 2025

Snapshot date: 30th June 2025
Reporting period: 1st July 2024 to 30th June 2025
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Introduction

About Network International Cargo

Network International Cargo Limited is an independent, privately owned logistics provider, established in 1992 and trading since 1993, delivering reliable, fast, and customised supply chain solutions by Road, Air, and Ocean. We operate from Ireland, the UK, and Benelux with partners worldwide and more than 80,000 sq. ft of Dublin facilities, supported by a flat structure and strong Customs and Customer Service teams that keep decisions swift and deliveries on time. Our specialist division Tech Move Solutions handles final mile delivery and on-site positioning.

Background to Gender Pay Reporting

In 2021, the Irish government introduced the Gender Pay Gap Information Act. This legislation requires companies to report on their hourly Gender Pay Gap across various metrics. Starting in 2025, organisations with 50 to 150 employees are included in this reporting requirement. We at Network International Cargo Limited are pleased to share our first Gender Pay Gap Report.

It is essential to clarify the distinction between the Gender Pay Gap and Equal Pay.

- Equal Pay refers to the legal obligation to compensate individuals equitably for the same roles. It considers factors such as experience, performance, and skill levels. We always have been and continue to be fully committed to Equal Pay for equal work, in line with our values and in order to meet our legal obligations.
- The Gender Pay Gap, on the other hand, compares the difference in average earnings between males and females across the organisation, regardless of the roles that they hold.

At Network International Cargo Limited, we recognise that achieving gender balance is both a priority and an ongoing journey. We are continually working on people initiatives that support inclusion and equal opportunity across our business. This is a challenge faced across the freight and logistics sector, but we are committed to continuing to make meaningful and sustainable progress.

While continuing to close the Gender Pay Gap will take time, we remain dedicated to fostering an inclusive environment, supporting career growth for employees at all levels, and increasing female representation in specialised roles through our recruitment and development plans.

What is the Gender Pay Gap?

The Gender Pay Gap is the difference between the average hourly pay for males and the average hourly pay for females in an organisation. A Gender Pay Gap which is positive means that the average pay for females is lower than that for males. A Gender Pay Gap which is negative means the opposite: that the average pay for males is lower than that for females. The Gender Pay Gap compares the pay of all males and females in an organisation, not just those in the same jobs, at the same level, or with the same working patterns. A Gender Pay Gap does not indicate discrimination or bias, nor does it mean that males and females are not paid equally for equal work.

Measures

As required under the legislation, we publish our Gender Pay Gap both on a 'mean' and 'median' basis. We will, therefore, explain each method below before detailing our specific Gender Pay Gap numbers.

Mean

The mean (or average) shows the difference between the average hourly pay or bonus pay of males and females. It is calculated by adding together the hourly pay of all employees in each group and dividing by the number of people.

Median

The median (or middle point) shows the difference between the hourly pay or bonus pay of the "middle" employee in each group. To calculate this, the hourly pay of all males and all females is listed from lowest to highest, and the pay of the person in the middle of each list is compared.

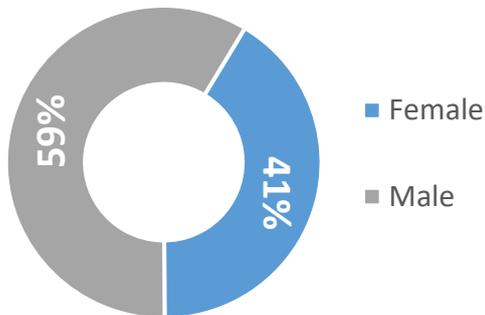
Our 2025 Gender Pay Gap Results

Mean and Median pay and bonus gap

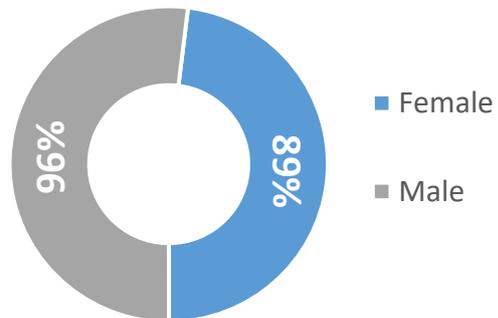
	Mean	Median
Hourly Pay Gap	34%	13%
Bonus Gap	73%	17%

- * **Benefit-in-Kind (BIK)** – During the period, 7% of male employees received a BIK, compared with 0% of female employees.
- * **Part-time** - During the period, all part-time roles were held by females. As there were no male part-time employees, so a comparison is not available.
- * **Temporary employees** – During the period, no temporary employees were employed, so a comparison is not available.

Breakdown gender of employees

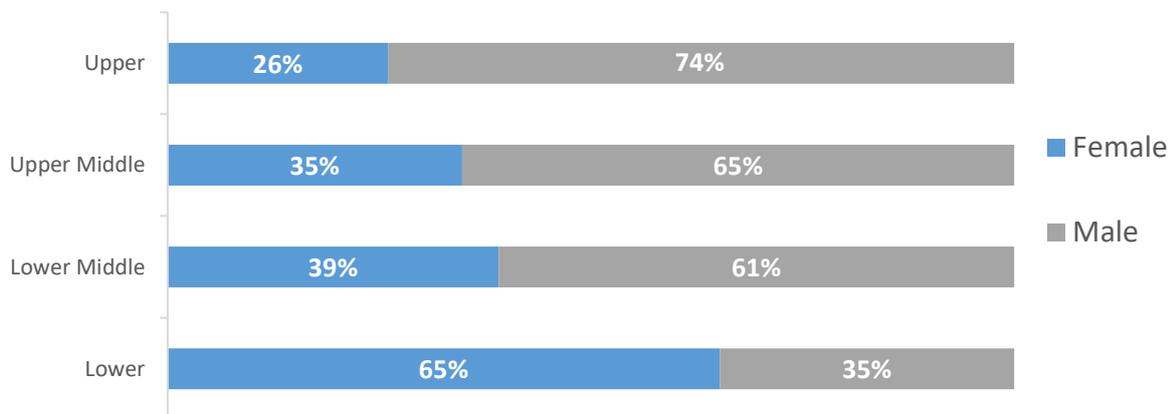


Proportion of employees receiving a bonus



As at 30th June 2025, our workforce comprised 38 females and 54 males.

Proportions of employees in each pay quartile band



Reasons for Our Gender Pay Gap

- Traditionally, in the freight and logistics industry, senior and specialist roles, which carry higher salaries and bonuses, are held in greater numbers by male employees.
- Historically in our industry, less senior roles have been dominated by female employees, and the concentration of females in these roles is a key driver of the Gender Pay Gap.
- Overtime and premium payments are typically concentrated in operational roles, for example warehouse roles and driving, which are mainly held by male employees, further widening the gap.

Actions to Address Our Gender Pay Gap

We are committed to continuing our journey to narrowing the Gender Pay Gap. Below are examples of key actions which are already underway in Network International Cargo Limited:

- We have an Equal Pay ethos and monitor pay equity on an ongoing basis to ensure our male and female employees receive Equal Pay for equal work.
- We have implemented recruitment strategies and development programmes, including a 'Rising Star' succession plan, to build our internal talent pipeline and support females' progression into senior and specialised roles. We are also identifying and removing barriers to promotion.
- We foster a diverse and inclusive culture by monitoring our job adverts and selection processes for unconscious bias, using gender-neutral language, and we are striving to eliminate bias from our recruitment processes.
- We have adopted flexible and family friendly policies including paid maternity and paternity leave, part-time and hybrid working.

At Network International Cargo Limited, we understand that meaningful change will take time, but by focusing on the right areas we are confident that we will improve female representation at all levels and move towards greater Gender Pay Balance in the future.

Appendix

Definitions

Hourly Pay

This is a broad measure of pay and is calculated for each employee on the snapshot date (30 June 2025). It includes base salary, overtime, and premiums. It is calculated as the total amount paid to the employee over the 12 months ending on 30 June 2025, divided by the contracted hours worked, to arrive at an hourly pay rate for each employee.

Bonus

This is the total bonus earned by each employee in the 12 months ending on 30 June 2025. This includes all cash bonuses, commissions and incentive payments (including vouchers).

Quartiles

To group employees into pay quartiles, we ranked all employees by their hourly pay, from lowest to highest. This list was then divided into four equally sized groups, from the lowest paid ("Lower" quartile) to the highest paid ("Upper" quartile). The gender composition within each quartile is disclosed in our Gender Pay Gap Report.

Benefit-in-kind (BIK)

A non-cash benefit provided by an employer that is treated as taxable income.