

Experiencing real change, every day

an post

An Post Gender Pay Gap Report 2022

We are delighted to share that for the second year in a row our gender pay gap is effectively 0%. This result shows our actions since 2019 are working and key to our continued progress.

We know we still have more to do to improve the representation of women among our postal sorting, collection and delivery colleagues and the overall representation of women across the Company. Our purpose and our commitment to the UN Sustainable Development Goal of Decent Work remain our guiding principles as we continue our journey. Our aim is to always be between +3% and -3% in terms of our gender pay gap.

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.

An Post 2022 Gender Pay Gap	Mean	Median
	-0.86%	0.49%

As a result of the new guidelines, this year the pay gap calculation includes performance related bonuses and we are delighted that for the second consecutive year, we have no pay gap for the mean hourly remuneration between men and women in An Post.

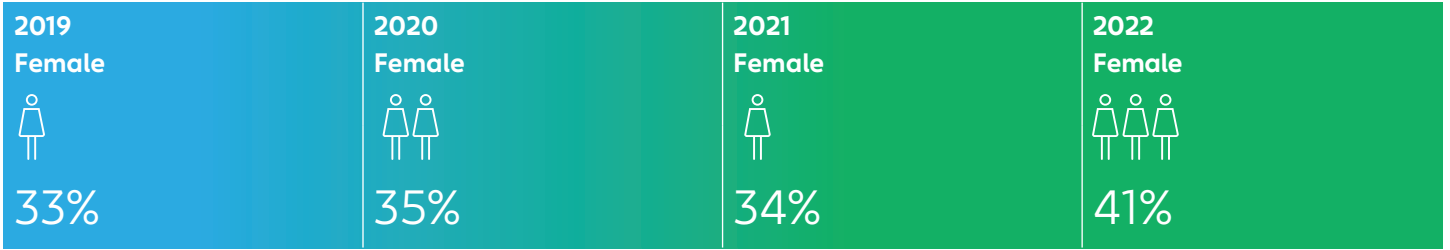
For us it's not just about the gender pay gap, it's about improving the representation of women across the business and ensuring every employee has the opportunity to thrive at all stages of their career.



Our purpose

"To act for the common good and to improve the quality of life in Ireland, now and for generations to come."

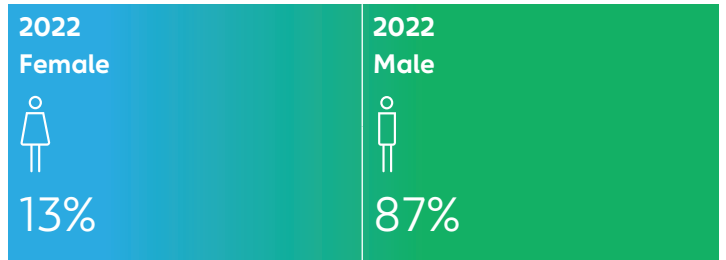
We have achieved significant progress in increasing the representation of women in our Senior Management Group since 2019.



This is as a result of:

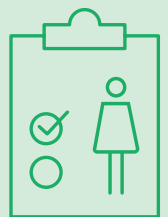
- Gender Balanced shortlists
- More people-centric role profiles
- Implementing software to remove gender bias from role profiles
- Simplified job advertisements
- Targeted promotion of roles to encourage women to apply
- An Post Green Institute Development Programmes (including the Aspire Female Talent Acceleration programme)

The representation of women among our frontline postal sorting, collection and delivery staff remains very low and we are committed to a range of actions to address this.



Commitments include:

- Re-design recruitment process for postal operatives
- Actively recruit diverse talent to postal operative roles through advertising
- Refresh our careers page on the An Post website
- Revise inclusion statement on job advertisements
- Train Operational Managers on inclusive recruitment



The An Post group of unions continues to support our drive to have more women represented across An Post.



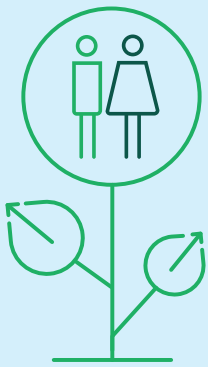
In our previous three gender pay gap reports we shared our journey to support women in An Post. This year we gathered feedback from our women colleagues across the business to check if those various practical supports were actually useful, visible and really driving change.

Impact of our actions

Key findings from our survey of women who have been in the organisation for 3+ years

61%

of respondents either agree/strongly agree that An Post has made solid progress in the area of gender representation within the past 3 years.



Top 5 differences experienced by women since 2019



Seeing women progress through the organisation



Increase in female representation



Women being more visible



Women supporting women



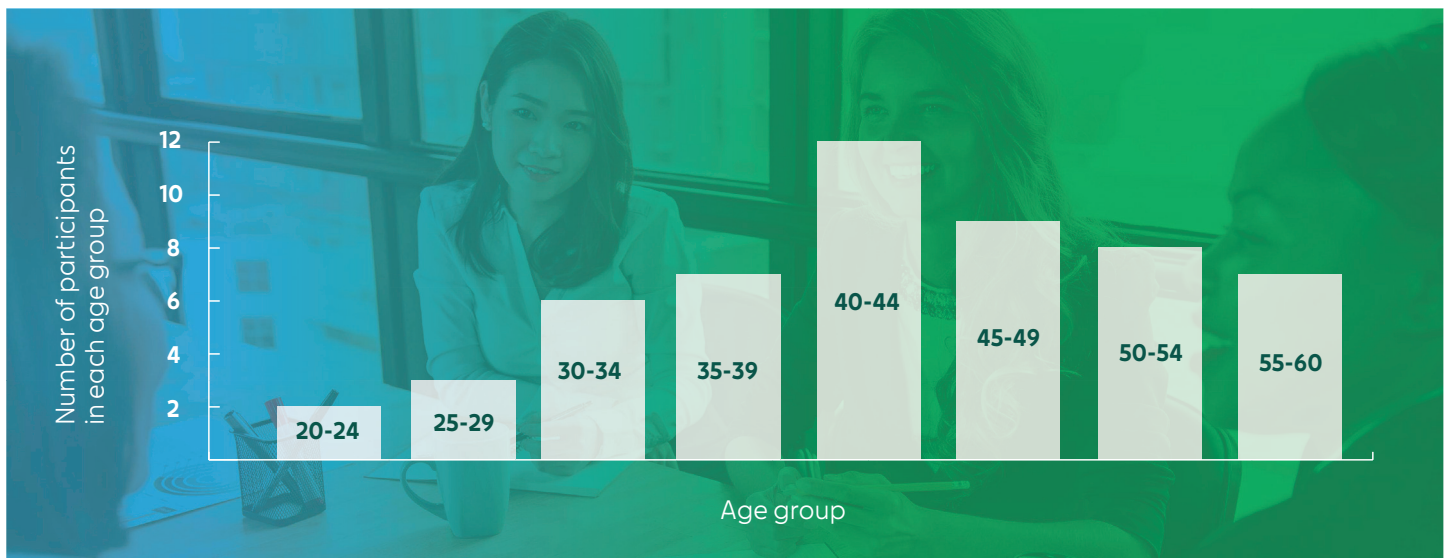
Women finding their voices, speaking up more

The survey provided feedback on areas we need to continue focusing on including:

- More emphasis on women's health and wellbeing
- More development opportunities
- More respect for everyone in the workplace
- Improving our representation of women

The survey comments have shown us that not all our women at the frontline feel as positive as we would like about their experience working in An Post and we need to work together to improve this.

We also surveyed our participants who attended Aspire, our Female Talent Acceleration Programme



89%

of respondents said they were more confident in their role.

19%

of respondents have changed role since completion.

74%

of respondents are engaging in further development opportunities. We have seen a 36% increase in all female applications for education support.

We are striving to develop an inclusive workplace where everyone feels accepted, supported and valued - a place where every employee feels they belong.

We appreciate the value that diversity brings and believe our workforce should be reflective of the communities we serve.

While we continue to progress towards improving the representation of women in the organisation, we are also equally committed to a broader inclusion agenda.

To support this commitment, we launched our first inclusion survey this year to learn more about our workplace and our people.

From the survey, we have an agreed four-pillar action plan sponsored by the Management Board.

Our plan includes:

1. Promote a positive work environment for all employees in An Post through new and existing policies e.g. Dignity at Work.
2. Introduce a Reasonable Accommodation Passport to support colleagues with disabilities.
3. Ensure all employees have equal access to opportunities and development supports.
4. Develop a career support framework to enable employee promotion and succession.



We all share the responsibility for continuing to make positive change happen for everyone here at An Post.

Appendix: 2022 Gender Pay Gap Information Act 2021 Reporting Requirements (Snapshot date 3 June 2022)

Gender pay gap requirements	Percentage
1. Mean hourly gender pay gap (All)	-0.86%
2. Mean hourly gender pay gap (Part-Time)	-7.7%
3. Mean hourly gender pay gap (Temporary contract)	2.3%
4. Median hourly gender pay gap (All)	0.49%
5. Median hourly gender pay gap (Part-Time)	-7.28%
6. Median hourly gender pay gap (Temporary contract)	1.92%
7. Mean hourly performance related bonus gender pay gap (All) The current bonus gap is equivalent to an average annual monetary difference of €350 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.	8.2%
8. Median hourly performance related bonus gender pay gap (All) The current bonus gap is equivalent to an average annual monetary difference of €350 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.	10.9%
9. Percentage of employees per gender to receive a performance related bonus remuneration	6.64% (M) 10.58% (F)
10. Percentage of employees per gender to receive benefit-in kind	0.1% (M) 0% (F)
11. Percentage of employees within lower remuneration quartile	69% (M) 31% (F)
12. Percentage of employees within lower middle remuneration quartile	81% (M) 19% (F)
13. Percentage of employees within upper middle remuneration quartile	83% (M) 17% (F)
14. Percentage of employees within upper remuneration quartile	68% (M) 32% (F)

