

Irish Express Cargo Ltd – Gender Pay Gap Report

2025 – 2026

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Irish Express Cargo Ltd



Hourly Renumeration Gap – All employees	Mean	-0.56%
	Median	-1.84%
Bonus Gap	Mean	-3.28%
	Median	0.00%
Proportion Employees Receiving Bonuses	W	89.29%
	M	97.34%
Proportion Employees Receiving Benefits in Kind	W	0%
	M	4.26%

W = Women
M = Men

Pay Quarterlies	Upper	W	12.96%
		M	87.04%
	Upper Middle	W	12.96%
		M	87.04%
	Lower Middle	W	14.81%
		M	85.19%
	Lower	W	11.11%
		M	88.89%

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Reasons behind Gender Pay Gap

In accordance with 'The Gender Pay Gap Information Act 2021', we have published our Gender Pay Gap Report 2025 - 2026.

The gap is driven by the fact that we have more males in senior positions and with greater tenure than females. Logistics / Warehousing is traditionally a male dominated industry.



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Measures being taken and commitment to addressing the gap

We are committed to achieving gender equity in our company.

Our HR Analytics team has supported the development of diversity scorecards and dashboards, which provide us with meaningful data to help us understand talent movement within our organization.

In alignment with our sustainability goals, our aspiration is for our leadership to reflect the diversity of our organization, and we are committed to improving our female representation in Senior roles, as a starting point.

We are continuing to offer opportunities to fortify our pipeline of talent through leadership development programs. The SheLeads program strives to elevate women leaders, create a stronger culture of diverse perspectives and inclusivity while fortifying our talent pipeline as we strive to increase female representation toward gender parity in Flex leadership. EmpowHER is and employee resource group (ERG) dedicated to empowering and enabling all women at Flex to realize their full potential, and further cultivating an inclusive, gender equal workplace. StrongHER Pathway is a space for women where you will find inspirations and insights around mindset, skills and behaviours key for recognizing and utilizing all our talents and full potential.

Our Talent Management and HR Information System teams have:

- Launched a blind hiring feature in our global HR System to remove unconscious bias from the candidate selection process for Senior roles and above.
- Established a policy to create interview panels with at least one diverse interviewer for requisitions for Senior roles .
- Provided training to mitigate bias in the talent review process for HR and people managers.
- Added a DEI commitment at requisition creation that all hiring managers must agree to before posting their open position.

We partner with local schools and universities promoting female STEM programs. We endeavour to support and promote female sport through sponsorship of local sports teams.

SheLeads

EmpowHER



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Create the
extraordinary.