

GENDER PAY GAP REPORT

2025



The large blue numbers '2025' are designed with a unique feature: each digit is filled with a different image related to the company's transport and logistics services. The '2' on the left is filled with a white truck cab, the '0' with a white bus, the '2' on the right with a dark truck cab, and the '5' with a dark asphalt road surface. This visual metaphor emphasizes the company's focus on heavy-duty transport and infrastructure.

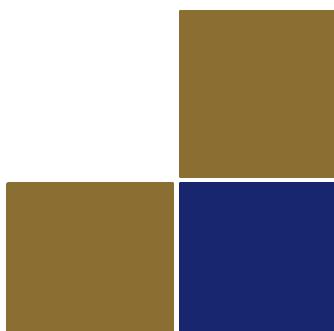


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About Martin Ryan Haulage Ltd

Martin Ryan Haulage Ltd, trading as Martin Ryan and Sons, is a leading provider in the transport, logistics and warehouse sector, delivering reliable, high-quality services across Ireland and overseas. With a strong focus on safety, efficiency, and customer satisfaction, we pride ourselves on our dedicated team of professionals who drive our business forward every day.

We are committed to creating an inclusive and supportive workplace, where all employees are valued, given equal opportunities to progress, and encouraged to develop their skills. Our approach to recruitment, training, and career development reflects our core belief that a diverse and empowered workforce is key to our ongoing success.

With a workforce that is both experienced and passionate, Martin Ryan Haulage Ltd not only delivers excellence to our customers but also ensures that our employees thrive in a positive, fair, and rewarding environment.



Note from Our Directors



**Martin, Declan & Brendan Ryan
Directors**

"At Martin Ryan Haulage Ltd, we are proud of our commitment to fairness, equality, and transparency. While our industry is male-dominated, we ensure that all employees are paid fairly for the work they do and are supported in developing their careers.

We strive to create an inclusive and welcoming workplace, and our actions to attract, retain, and develop talent demonstrate that commitment. We believe these practices not only foster a strong culture internally but also make Martin Ryan Haulage Ltd an employer of choice for those seeking meaningful and fair career opportunities."

– Martin, Declan & Brendan Ryan, Directors at Martin Ryan Haulage Ltd

Workforce Overview

Martin Ryan Haulage Ltd's Gender Pay Gap 2025 Report is based on a reference period between 1st July 2024 - 30th June 2025. On the snapshot date of 30th June 2025, there were a total of:



168

People Employed
(13 Female; 155 Male)

13
Part Time
People Employed



5

Seasonal Work
People Employed

Industry Context

Martin Ryan Haulage Ltd operates within the transport, logistics, and warehouse sector, which is widely recognised as a male-dominated industry. Across the sector, operational roles such as drivers, warehouse operatives, and garage staff are overwhelmingly held by men, while office-based and administrative roles generally attract a higher proportion of female employees. This imbalance is influenced by industry norms, historic patterns of employment, and lower levels of female interest in operational roles outside office-based positions.

These trends are reflected within our own workforce. At Martin Ryan Haulage Ltd, 92% of employees are male, with operational roles representing the majority of higher-paid positions. Office-based roles, where most female employees are employed, make up approximately one-fifth of the workforce and tend to have lower base pay relative to operational roles.

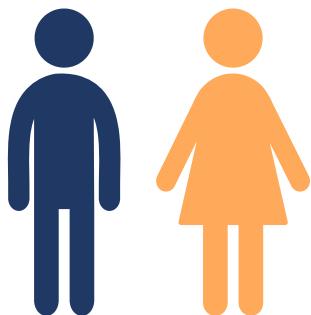
It is important to note that all roles within Martin Ryan Haulage Ltd are open to applicants of any gender, and we actively recruit without bias. The gender pay gap reported is therefore not the result of unequal pay for equal work, but rather a reflection of the composition of the workforce in line with industry norms.

Despite these structural industry trends, we are committed to fostering an inclusive, equitable, and supportive workplace. This includes encouraging female applicants for operational roles, providing opportunities for career progression across all areas of the business, and maintaining transparent pay practices.

In addition, Martin Ryan Haulage Ltd regularly monitors gender balance and pay within the company, ensuring that all employees are paid fairly for their role and experience, and that opportunities for development are accessible to everyone. By acknowledging the wider industry context, we can demonstrate both transparency and a proactive approach to equality, while positioning the company as a responsible and forward-thinking employer within a traditionally male-dominated sector.

Our Gender Pay Gap Results 2025

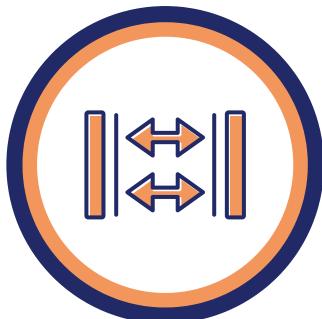
Total gender distribution



92.26% Male 7.74% Female



Gender pay gap



7% Mean 4% Median

The gender pay gap is small and primarily reflects workforce composition. Equal pay is maintained for equivalent roles across all areas.

Bonus Pay

No bonus payments were made to employees during the reporting period.

Benefits in kind



0%
of females received
any Benefits in Kind



0.6%
of males received any
Benefits in Kind

Pay Quartiles



Quartile	Total Employees	Male	Female
Lower (lowest 25%)	42	38 (90.48%)	4 (9.52%)
Lower-Middle	42	39 (92.86%)	3 (7.14%)
Upper-Middle	42	41 (97.62%)	1 (2.38%)
Upper (highest 25%)	42	37 (88.1%)	5 (11.9%)

Workforce Context & Narrative

At the snapshot date, Martin Ryan Haulage Ltd trading as Martin Ryan and Sons employed 168 employees, with a workforce that is 92.26% male and 7.74% female.

The company's operations are primarily focused on transport, logistics, and warehouse services. As a result, operational roles account for the majority of positions within the organisation, with drivers alone representing nearly two-thirds of the total workforce. These roles are generally higher paid due to skills requirements, licensing, responsibilities, and market demand.

Female representation within the organisation is currently concentrated within office-based and administrative roles, which make up approximately one-fifth of the workforce and attract lower average hourly pay compared to operational roles. This distribution has a direct influence on the organisation's overall gender pay gap figures.

The reported mean gender pay gap of €1.22 and median gender pay gap of €0.58 are therefore primarily driven by workforce composition, rather than unequal pay for comparable work. Men and women performing the same roles at Martin Ryan Haulage Ltd are paid equally, with pay determined by role, experience, and responsibilities.

The company remains committed to fair, transparent, and consistent pay practices, equal access to opportunities, and ongoing monitoring of workforce data to support gender equality across all areas of the business.

Gender Pay Gap - Action Plan Summary

Our Commitment

Martin Ryan Haulage Ltd is committed to maintaining fair pay, equal opportunity, and an inclusive workplace, while recognising the structural challenges of operating within a male-dominated industry.

Key Focus Areas & Actions



Recruitment & Attraction	Career Development	Pay & Benefits Monitoring	Data Review & Reporting	Culture & Communication
Maintain equal opportunity recruitment across all roles Use inclusive language and imagery in job advertising Encourage broader interest in operational roles where possible	Ensure equal access to training and development Support internal progression across roles Promote transparent career pathways	Apply consistent pay structures based on role and experience Regularly review pay to ensure equal pay for equal work Monitor benefits-in-kind and allowances for fairness and transparency	Review gender pay data annually Monitor workforce composition and role distribution Use future reports to track trends and progress	Promote a respectful, inclusive workplace culture Communicate openly about pay practices Position the company as a responsible employer within the sector

Outcome

A proportionate, transparent approach that supports equality while reflecting the realities of our industry.

Action Plan reviewed annually as part of our Gender Pay Gap reporting.

Conclusion

Gender Pay Gap Report - Conclusion

This report sets out the gender pay gap position for Martin Ryan Haulage Ltd trading as Martin Ryan and Sons, in line with statutory reporting requirements and our commitment to transparency and fairness.

The data confirms that the organisation has a small gender pay gap, with a mean gap of €1.22 and a median gap of €0.58. These figures are primarily driven by the composition of the workforce and the nature of the transport and logistics sector, where operational roles - which are generally higher paid - are predominantly held by male employees.

Importantly, the report confirms that men and women performing the same roles are paid equally, with pay determined by role, experience, and responsibility. There is no evidence of unequal pay for equal work within the organisation.

Martin Ryan Haulage Ltd recognises the importance of continuing to monitor workforce composition, recruitment practices, and pay structures. While operating within a traditionally male-dominated industry presents challenges, the company remains committed to equal opportunity, fair pay practices, and an inclusive workplace culture.

Through proportionate and practical actions, ongoing review, and transparent reporting, Martin Ryan Haulage Ltd will continue to support equality across the business while maintaining its reputation as a responsible, fair, and progressive employer.

Gender Pay Gap – Detailed Data Breakdown

Mean hourly gender pay gap (all)	7.43%
Mean hourly gender pay gap (part-time)	4.69%
Mean hourly gender pay gap (temporary)	0%
Median hourly gender pay gap (all)	3.87%
Median hourly gender pay gap (part-time)	0%
Median hourly gender pay gap (temporary)	0%
Mean hourly performance related bonus gender pay gap (all)	0%
Median hourly performance related bonus gender pay gap (all)	0%
Percentage of employees per gender to receive a performance related bonus remuneration	(F) 0% (M) 0%
Percentage of employees per gender to receive benefit-in-kind	(F) 0% (M) 0.64%
Percentage of employees within lower remuneration quartile	(F) 9.52% (M) 90.48%
Percentage of employees within lower middle remuneration quartile	(F) 7.14% (M) 92.86%
Percentage of employees within upper middle remuneration quartile	(F) 2.38% (M) 97.62%
Percentage of employees within upper remuneration quartile	(F) 11.90% (M) 88.10%



061-381231



info@martinryanhaulage.ie



www.martinryanhaulage.ie



Main Office
Dromclogher, Cappamore, Co. Limerick,
Ireland

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