International Post Corporation

An Post reports fifth year of Gender Pay success

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For the fifth consecutive year, An Post reported a zero Gender Pay Gap for 2025 demonstrating steadfast commitment to equity and inclusion. The 2025 Gender Pay Report shows a Mean hourly gender pay gap of -4.85% in favour of females (-2.8% in 2024) and a Median hourly gender pay gap of 0.93% (0.7% in 2024).

Since 2019, An Post has delivered consistent annual progress in balancing gender representation across its 10,000-strong workforce. Female representation in traditional entry-level postal roles increased by 1% to 16% in 2025, with a notable increase in the number of women applying for Team Leader and supervisory positions nationwide. Many applicants had completed An Post's 'Aspire' or 'Elevate' programmes designed to accelerate female talent and support frontline managers in developing strengths and skills to progress their careers within the company.

Females in mid-management roles rose to 42% during 2025, up 2% on 2024 and 6% since 2021. 14.6% of women received a performance-related bonus last year, compared to 13.4% in 2024. While women received lower payments than men, with a 2.36% Mean and a 5.44% Median pay gap, these figures have narrowed significantly since 2021 as a better gender balance at senior levels has been achieved.

"After seven years of reporting and implementing a broad range of initiatives to promote gender balance, we are seeing steady progress and greater awareness across the business. An Post's priority remains developing all our people and equipping them with the skills to reach their full potential in an inclusive environment", says Eleanor Nash, Chief People Officer at An Post.

"Diversity is key to our future success and in 2025 we unveiled a new DEI strategy built on three key pillars: Accountability & Leadership, Inclusive Recruitment & Retention, and Continuous Advancement. Embedding inclusivity into our culture requires leaders to consistently role model inclusive behaviours in their everyday work. The fact that 300 An Post managers completed inclusive Leadership training in 2025 demonstrates our commitment to this strategy.", she added.

2025 also saw the launch of An Post's new Talent Attraction campaign to encourage more diverse candidates to apply for roles in

An Post. It particularly focuses on encouraging more females to apply for entry-level and supervisory roles by raising awareness of opportunities for career progression and development within An Post, for everyone from school-leavers to older people returning to the workforce.

Through the An Post Institute, the Company supports all its people to upskill for the future, promoting life-long learning and career advancement, with a strong focus on digitalisation and A1 as a tool for better service. An Post collaborates with partners such as EY, HPC, UCD and Clear Strategy to help achieve this.

An Post's new Reproductive Health Policy launching this week provides a framework for supporting employees through diverse reproductive health experiences, including menstrual health, pregnancy loss, fertility, surrogacy, and male reproductive health. In addition. An Post is also launching a new customised digital DEI learning curriculum across the company.

An infographic showing the key 2025 metrics may be viewed at: www.anpost.com/GenderPay2025

Source: An Post

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