

ROI Gender Pay Report 2023

We help everyone enjoy amazing technology.



Paula Coughlan

Chief People, Communications
& Sustainability Officer

Our colleagues are our magic ingredient, and making sure they feel valued, are treated fairly, and have the same access to opportunities at work is a priority.

Our annual Gender Pay report provides us with a great opportunity to reflect on the progress we've made to create an even more diverse and inclusive culture. So, I'm pleased to once again share an overview of our progress in Currys Ireland.

At Currys Ireland Limited our 2023 median pay gap is 1.6% and our mean pay gap is 0.5%. These are largely in line with our 2022 data.

At Currys we remain steadfast in our commitment to building a diverse and inclusive place to work, where everyone can thrive. In the last 12 months we have:

- Continued to strengthen our external partnerships with a range of organisations, providing access to expert advice and guidance to support our diverse colleagues and communities in Currys.
- Created five new inclusion policies and supporting manager guides to make sure colleagues have what they need from us in some of the key moments they need it most. These cover IVF Support, Premature Birth Support, Pregnancy Loss Support, Gender Reassignment Support, and Menopause Support.
- Continued to listen to the views of our colleagues across the UK and Ireland through our annual Inclusion Survey, which shows increased satisfaction across all the inclusion and belonging questions.
- Expanded our range of colleague diversity networks, giving an important voice to colleagues. This includes the recent launch of our Women's Network.
- Provided line managers with refresher training on Leading Dignity at Work and offered all colleagues access to regular awareness events and learning opportunities, including webinars on Menopause, Disability/Deaf Communication, Race at Work, Allyship, and Inclusion & Belonging.
- Reviewed our approach to recruitment and internal talent management & development with an inclusion and diversity focus to ensure access to opportunities for all.

Whilst we continue to invest in the above, we also want to do more. And we will. As we look to the future, we will continue to strive to find additional ways to create an equitable culture, where everyone feels that they belong.

Our results explained.

Across much of our business in Ireland, we pay a standard hourly rate regardless of gender and this is reflected in our low mean and median pay gaps.

Our mean pay gap at 0.5% has reduced from 2022 (down from -1.6%), which is significantly lower than the national average of 9.6%¹ among Irish organisations. Similarly, our median pay gap is also relatively low at 1.6%.

Since nearly two-thirds of our colleagues work part-time, the pay gaps for these individuals are comparable with our overall figures. We do not have any colleagues on temporary contracts, so we can't calculate pay gap figures for this population.

Our mean bonus gap has slightly increased from 10.2% in 2022 to 10.3%, which is still significantly below the national average of 22.9%². The mean bonus gap comes from the fact we have a greater proportion of men in senior retail and supply chain roles, where the bonus opportunity is higher.

On the other hand, our median bonus gap arises from the fact that our full-time colleagues, predominantly male compared to female, have access to higher bonus opportunities. This disparity is further influenced by the business area, most notably in supply chain where higher bonus earnings are achieved, but there is less female representation.

1 Source: CSO Structure of Earnings Survey 2022

2 Source: PwC's Gender Pay Gap Analysis 2023

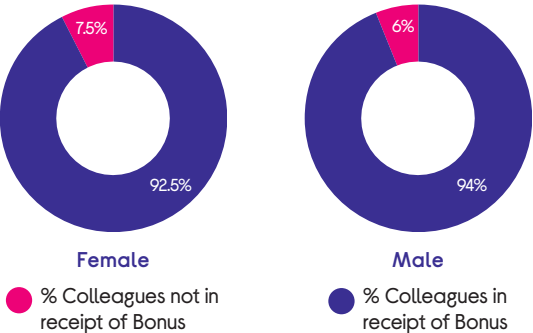
Gender Pay & Bonus Gap.

Difference between men and women	Mean (average)	Median (mid point)
Gender Pay Gap – All employees	0.5%	1.6%
Gender Pay Gap – Part-time employees	1.0%	1.4%
Gender Pay Gap – Temporary employees*	0	0
Gender Bonus Gap – Colleagues in receipt of bonus	10.3%	29.0%
Gender Bonus Gap – All employees	11.7%	26.9%

* No Temporary colleagues: pay gap unable to be calculated

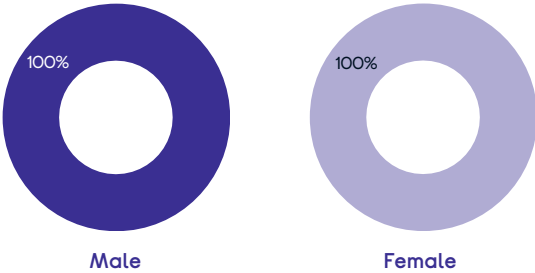
Bonus Payout.

All colleagues are eligible for bonus. Reasons for not receiving a bonus include being a new joiner or not meeting individual performance measures



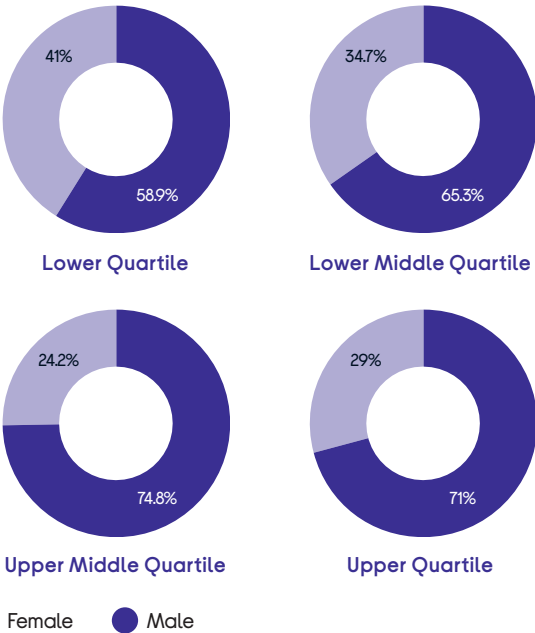
Benefits in Kind.

The table below shows the percentage of men and women in receipt of benefits in kind.



Pay Quartiles.

The table below shows our gender pay results as a percentage of men and women arranged into four quartile bands.



Gender Pay Gap explained.

Gender Pay Gap reporting requirements.

- All companies with 250 or more employees are now required to publish their gender pay gap under new legislation that came into effect in 2022.
- Employers are required to publish the gap in pay between men and women on both a median basis and a mean basis, for all employees, part-time employees and temporary employees. In addition, employers are required to disclose the distribution of gender by pay quartile – four groups split and grouped around pay bands, indicating the proportion of men and women in each quartile.
- Employers are required to publish the gender bonus gap between men and women, calculated over a 12 month period. Employers must publish both median and mean pay results.
- Employers are also required to disclose percentages of staff receiving bonuses by gender.
- Employers are also required to disclose percentages of staff receiving benefits in kind by gender.

Important note:

The gender pay gap is the difference between what men typically earn in an organisation compared to what women earn, irrespective of their role or seniority. It is not a measure of Equal Pay – e.g. individual level pay between men and women performing the same or like work or work that has been rated of equal value².

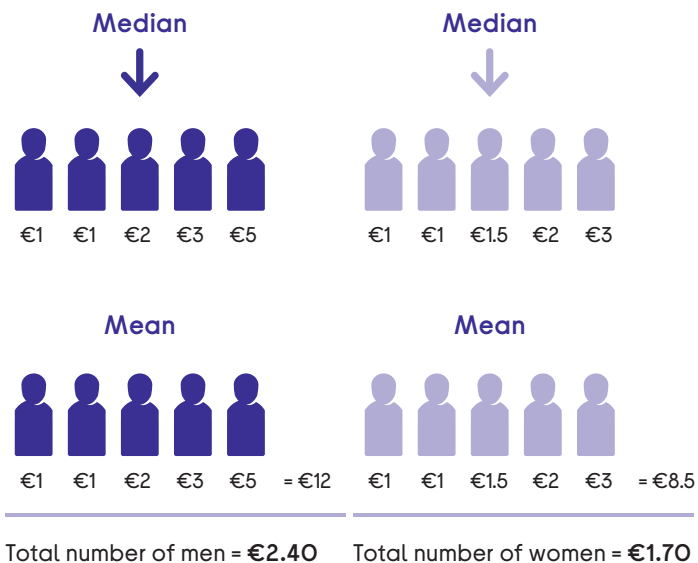
2. Source: Mercer – What the difference is between 'Gender Pay Gap' and 'Equal Pay'.

Gender Pay Gap.

This is the difference between the hourly rate of pay of men and women, expressed as a percentage of the men's hourly pay rate. The gender pay gap is reported on both a mean (average) and median (mid-point on a distribution) basis.

Mean Vs. Median.

The reporting requirements use both the median and the mean to capture different views of pay distribution across the business. The mean is an average and can be distorted by even a small number of extremes and measures both high and low. The median is the mid-point and is not affected by these extremes. This can be seen in the example below.



Helpful links.

- [Currys 2022/23 annual report](#)
- [UK 2023 Gender Pay Gap Report](#)
- [Business in the Community](#)
- [Race at Work Charter](#)
- [Everywoman](#)
- [Diversity in Retail](#)

This report shows our gender pay gap and gender bonus pay gap for Currys Ireland Ltd. It has been conducted across **495 colleagues**.