



# Eason Gender Pay Gap Report 2023



# EASON GENDER PAY GAP REPORT 2023

At Eason we are proud to celebrate strong female representation across all levels of our business. The vast majority of our workforce (69%) are women and there is positive participation in all areas of our operations, from our retail stores to our support office, our warehouse/e-Commerce fulfilment centre and at all levels of our structures. We are fully committed to evaluating, understanding, and improving the Gender Pay Gap within the organisation as we continue to build a diverse, inclusive and equal company.

The introduction of Gender Pay Gap reporting in Ireland last year, has helped us to focus on those areas where we have some work to do in closing the gap and providing an environment where all colleagues are supported and can develop and grow in their careers. We have, for example, committed to improving our family leave policies to further support working parents in Eason. We are confident that such initiatives will impact on the figures we are reporting this year as we commit to closing the pay gap in the near future.

We have more work to do but we have identified key actions to provide an inclusive environment for all with equal access to opportunities and a continued focus on gender equality, and our overall diversity and inclusion agenda.

A handwritten signature in black ink, appearing to read 'Carol Murray'.

Eason Group Head of Human Resources





## WHAT IS THE GENDER PAY GAP?

The gender pay gap is the difference in the average hourly wage of men and women across a workforce – it compares the pay of all working men and all working women; not just those in same jobs, with the same working patterns or the same competencies, qualifications or experience.

The introduction of The Gender Pay Gap Information Act 2021 meant that a range of organisations in Ireland with over 250 employees were asked to report on their Gender Pay Gap for the first time in 2022.

The mean and median pay gap in hourly pay between male and female employees

The mean and median pay gap in hourly pay between part-time male and female employees

The mean and median pay gap in hourly pay between temporary male and female employees

The mean and median bonus pay gap between male and female employees

The percentage of male and female employees who received bonus pay

The percentage of male and female employees who received benefit in kind

The percentage of male and female employees in each of four pay band quartiles



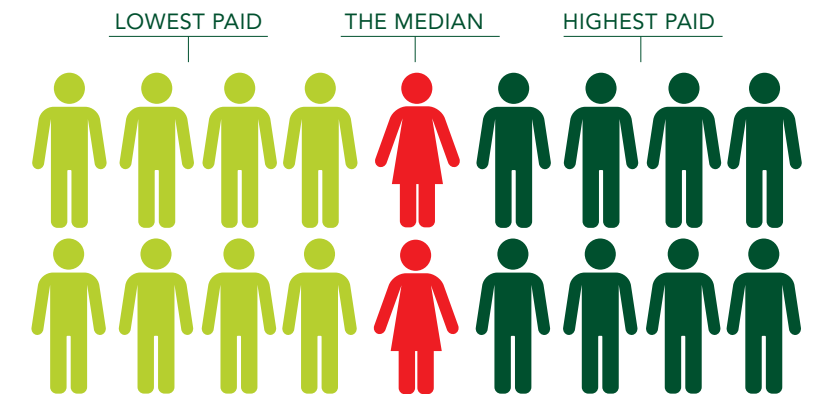
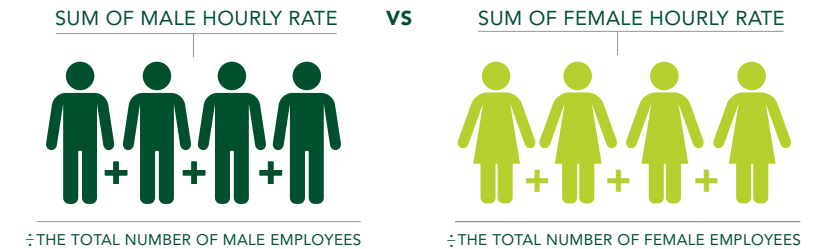
## DEFINITIONS

**Mean (average) gender pay gap in hourly pay:** The average hourly rate of women compared to the average hourly rate of men shown as a percentage. A positive percentage figure indicates a favourable pay gap towards men, and a negative percentage figure indicates a favourable pay gap towards women.

**Median (middle) gender pay gap in hourly pay:** If we were to line up every male colleague in our company from highest paid to the lowest paid, the male colleague standing in the middle represents the median. We then do the same for all female colleagues within our business and compare their hourly rate to our male colleague's hourly rate. A positive percentage figure indicates a favourable pay gap towards men, and a negative percentage figure indicates a favourable pay gap towards women.

**Pay quartiles:** The proportion of employees across the Eason pay range is represented in quartiles by dividing the workforce into four equal segments from the lowest hourly rate to the highest.

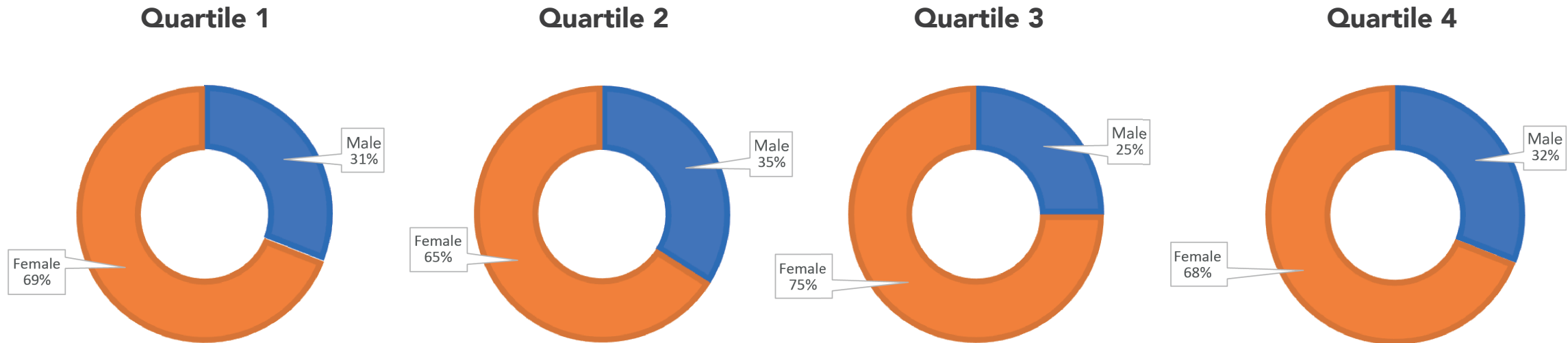
**Snapshot date:** The date on which the report is conducted which is based on the number of employees on that date. The snapshot date for this report is June 30<sup>th</sup>, 2023.





## GENDER REPRESENTATION RESULTS

At Eason, we employ 604 people across our retail stores, support office and warehouse and eCommerce fulfilment centre. The majority of our colleagues, 417 employees (69%) are female. Men account for 187 employees (31%).



Eason is typical of many retail organisations with more female than male colleagues in all four quartiles. However, it must be noted that the participation levels are consistent across all 4 groups with quartile 4 closely mirroring quartile 1. This is very positive as it demonstrates that promotional opportunities exist for our female workforce across the various functions, including to senior management positions



## GENDER PAY GAP RESULTS

Our mean (average) pay gap is

**12.9%**

Our median (middle) pay gap is

**-3.7%**

Our mean (average) part-time hourly pay gap is

**-6.7%**

Our median (middle) part-time gender pay gap is

**-1.2%**

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Eason typically only employs temporary staff for short periods at Christmas and during the August back to school peak seasons. There were no temporary employees at the June 30th snapshot date for this report. Therefore, the metrics of mean and median pay gap in hourly pay between temporary male and female employees are not reported.



## GENDER PAY GAP RESULTS

11.8%

of male colleagues receive a bonus

42.9%

of male colleagues receive BIK

Our mean (average) bonus pay gap is

95%

7.2%

of female colleagues receive a bonus

55.6%

of female colleagues receive BIK

Our median (middle) bonus pay gap is

8.3%

During the year under review, more women than men received a bonus (30% vs 22%) and in total 8.6% or 52 colleagues in Eason received a bonus payment.

The figure for the average bonus pay gap is not representative of a typical year at Eason, as 2023 saw the payment of a Long-Term Incentive plan, put in place in 2018, to two male Directors.

BIK is mainly made up of Christmas gift vouchers paid to certain colleagues with over 6 months service and this is gender balanced.



# CLOSING THE GAP

During 2023, we have focussed on a number of key actions under the following pillars to improve our gender equality

## Recruitment and Selection

We have evolved our recruitment and selection process to ensure that there is a focus on EDI and that we attract a diverse range of candidates. We have carried out unconscious bias training to upskill our recruiters and hiring managers allowing for more effective conversations around diversity and inclusion throughout the recruitment process. This training will continue and evolve during 2024 with the intention that everyone in the organisation who conducts interviews will be trained on inclusive recruitment. We are also in the process of developing a new recruitment and selection policy that will have equality at its core.

## Appraisal and Reward

In conjunction with our Union Partners, we are committed to modernising our benefits package and have agreed a range of family friendly policies. Those include enhanced payment for colleagues at all levels for maternity and paternity pay. We are also committed to introducing paid menopause leave. We have introduced an EAP which provides well-being support to colleagues This is very important initiative for Eason as we demonstrate a commitment to support

our colleagues at all life stages and will over time have an impact on gender equality in the business.

## Leadership & Culture

In order to achieve positive and sustainable change, we are committed to providing a culture of inclusion

Eason signed up to the Business In the Community Elevate Pledge in 2023. This pledge means that we must provide a diversity profile for our workforce and take at least one action to improve inclusion in our workforce. The pledge has highlighted the importance of having accurate data and regularly mapping representation across the business. To facilitate this, we have encouraged our colleagues to disclose their information beyond gender to help us gain a better understanding of the demographics of Eason. We will develop an equality diversion and inclusion policy in 2024 to reinforce our commitment to EDI in general.

Promoting talent from within is imperative to addressing the Gender pay gap. In 2023, we have undertaken a number of initiatives to address this including the introduction of a pilot mentoring programme for emerging talent. We want to ensure

particularly in mid-level management that we have a diverse talent pipeline. All of the candidates on this initial programme were female and we are committed to supporting our female emerging talent in making the next step in their career development as we roll this programme out in 2024.

We will also continue to explore ways to listen to our people and respond to their needs. In 2024, we will carry out an organisational wide survey and will use insights gained from this engagement survey to identify specific areas for action to ensure that all our colleagues feel equally able to build and thrive in their careers with Eason.





