



# Eason Gender Pay Gap Report 2024



# EASON GENDER PAY GAP REPORT 2024

At Eason, 67% of our workforce are women with positive participation in all areas of the business, from retail stores to support office, and our warehouse / e-Commerce centre and at all levels. This year we have had a continued focus on fair and unbiased recruitment processes for all applicants, offering opportunities for all colleagues to develop their careers and ensuring that our People policies support gender equality, in particular the introduction of paid maternity, paternity and menopause leaves. We continue to aim to offer and develop exciting career paths within our business which attract and promote the very best talent within an inclusive and rewarding framework and appreciate the value that diversity brings to our organisation

We are committed to evaluating, understanding, and improving the Gender Pay Gap within the organisation as we continue to build a diverse, inclusive and equal company.

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 Gender Pay Gap Information Act 2021 stipulated that a range of organisations in Ireland with over 250 employees were asked to report on their Gender Pay Gap annually from 2022 onwards. This is the third successive year that Eason has reported on the Gender Pay Gap.

Under the legislation, companies must report on seven Gender Pay Gap reporting requirements;

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
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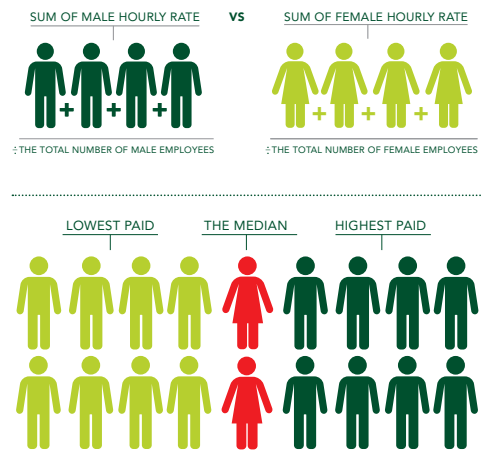
## DEFINITIONS

**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>, 2024.

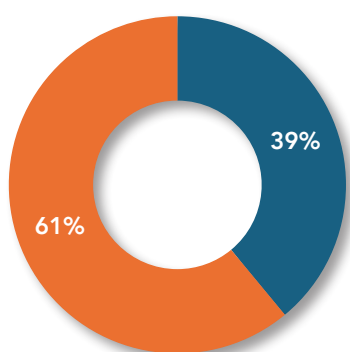




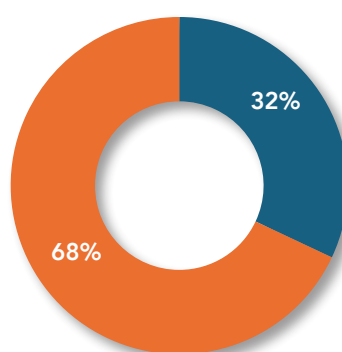
## GENDER REPRESENTATION RESULTS

At Eason, we employ 593 people across our retail stores, support office and warehouse and eCommerce fulfilment centre. The majority of our colleagues, 394 employees (67%) are female. Men account for 199 employees (33%).

Quartile 1

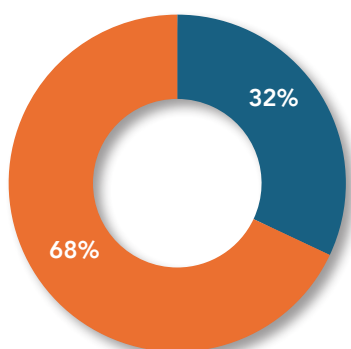


Quartile 2

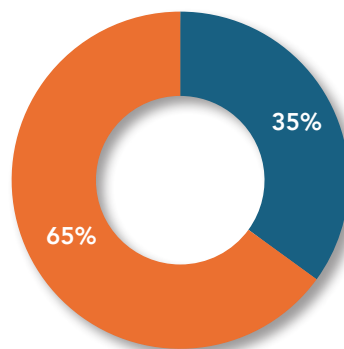


■ Men  
■ Women

Quartile 3



Quartile 4





## GENDER PAY GAP RESULTS

Our mean (average) pay gap is

**12.4%**

in favour of men

Our median (middle) pay gap is

**1.5%**

in favour of women

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

**3.2%**

in favour of women

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

**1.6%**

in favour of women

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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 30<sup>th</sup> 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.

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**13.6%**

of male colleagues receive a bonus

**48.7%**

of male colleagues receive BIK

**8.1%**

of female colleagues receive a bonus

**58.1%**

of female colleagues receive BIK

Our mean (average) bonus pay gap is

**61.6%**

in favour of men

Our median (middle) bonus pay gap is

**6.7%**

in favour of men



## CLOSING THE GAP

### During 2024 we have focussed on the following actions to improve our gender equality

#### Recruitment and Selection

We are committed to a fair and unbiased recruitment process for all applicants and 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 all recruiters and hiring managers. This has had a very positive impact on the business with a much more diverse talent base.

#### Reward

We have reviewed and updated our policies and modernised our benefits package and introduced a range of family friendly policies including paid maternity, paternity & adoption leave at all levels. We have also introduced menopause leave. These benefits were introduced

in 2024 and well received and show an inclusive family friendly culture that helps with both recruitment and retention of women.

#### Leadership & Culture

Offering opportunities for development and promoting Talent from within is key to the success of women in our business. 70% of participants on our internal leadership programme in 2024 were women and a number of this cohort (all female) have received promotions to Senior Management positions since completing the programme, including one to the Executive Team. These examples have provided excellent role models for the next generation of female talent in the business and show gender is not a barrier to promotion in Eason. We will

continue to Identify female talent and provide coaching & leadership development to support internal promotions.

#### Mentoring programme

We are also conscious that putting the right supports in place for women is key to helping them advance. Last year, on our retail mentoring programme all the mentees were women as we have identified the importance of mentoring for emerging female talent in terms of building their confidence and guiding and supporting them through challenges as they advance their careers.

We will now work to embed the mentoring programme across the business, continuing to recognise the importance of guidance and support from female role models.



