



# Eason Gender Pay Gap Report 2022



## EASON GENDER PAY GAP REPORT 2022

We at Eason welcome the introduction of Gender Pay Gap reporting in Ireland, appreciating that initiatives like this can help us on our inclusion journey and accelerate change at a wider societal level.

We already have a very gender diverse base. Our female participation shares are positive in all quartiles, and we also have very strong female participation rates across the various management levels in the business. We continue to build positively on this and would like to see even more female participation at the most senior level in the organisation.

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 will work further in 2023 to identify initiatives that help to attract, retain and develop all genders across the team, including promoting retail careers both as a company and through our collaboration with key trade associations such as IBEC and Retail Ireland.

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

As a result, this is the first time 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

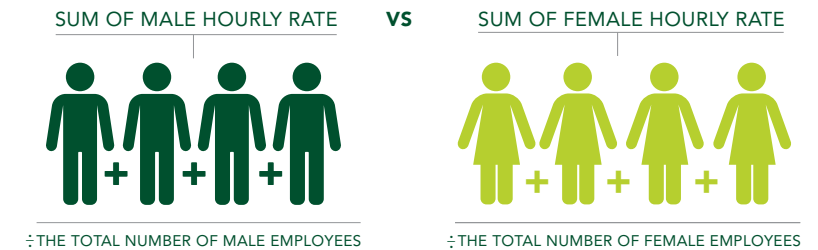
The percentage of male and female employees who received benefit in kind

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

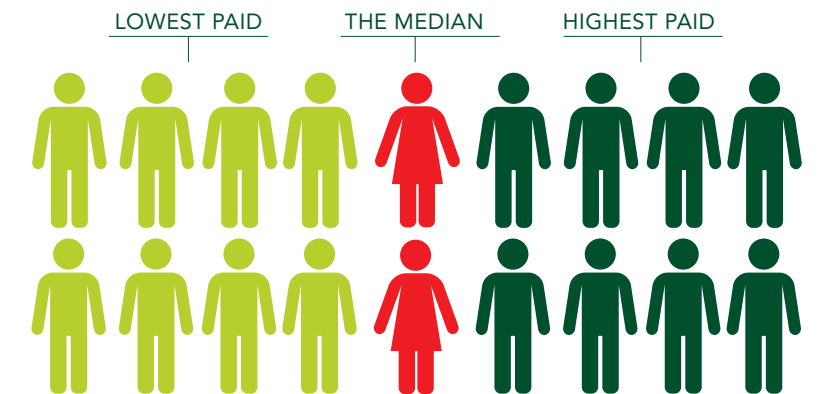


## DEFINITIONS

**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.

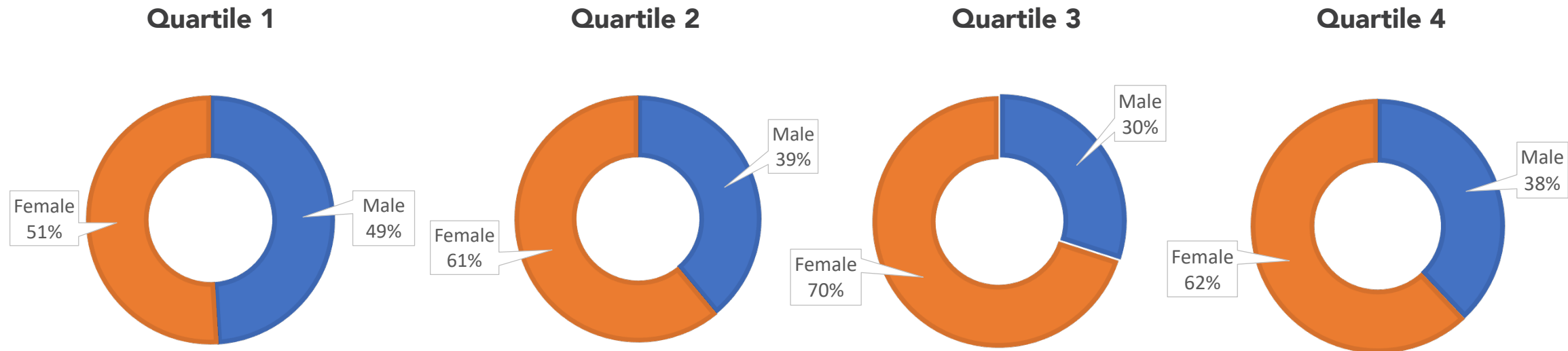
**Snapshot date:** The date on which the report is conducted which is based on the number of employees on that date. The snapshot date for this report is June 30<sup>th</sup>, 2022.



## GENDER REPRESENTATION RESULTS

At Eason, we employ 566 people across our retail stores, support office and warehouse and eCommerce fulfilment centre.

The majority of our colleagues, 344 employees (61%) are female. Men account for 222 employees (39%).



There is an equal balance or slight female talent majority across all four quartiles in the organisation. While this is not untypical in retail organisations, in many this bias is more prominent at lower paid levels. However, in Eason, the female participation levels are higher as you progress up through the quartiles.



## GENDER PAY GAP RESULTS

Our mean (average) pay gap is

**8.9%**

Our median (middle) pay gap is

**-8.9%**

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

**-9.5%**

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

**-4.2%**

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.

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According to IBEC (Ireland's largest business representative group) the national pay gap in Ireland is estimated to be 11.3% (Eurostat figures) compared to an EU average of 13%. Our figures are below the estimated Irish and EU average, coming in at 8.9%, while our median gender pay gap is -8.9%, indicating a positive median gender pay gap. We also have a positive gender pay gap across our part-time workforce.



## GENDER PAY GAP RESULTS

9.0%

of male colleagues receive a bonus

35.7%

of male colleagues receive BIK

Our mean (average) bonus pay gap is

68.1%

8.4%

of female colleagues receive a bonus

27.9%

of female colleagues receive BIK

Our median (middle) bonus pay gap is

49.6%

In total, fewer than 10% of colleagues receive a bonus payment in Eason – of these colleagues, more women than men receive a bonus (29 vs 20). Executives and Senior Directors receive the highest bonus payments. Currently, the most senior roles are held by male colleagues, explaining the current gap and skewing the overall bonus percentages. When the two male Executive Directors of the Group Holding Company are excluded from this number, the average gender bonus gap is 38%. While well represented at management levels throughout the organisation, there has been a particular, successful focus on increasing the participation of females at the most senior levels in recent years. The long-term development of senior female talent remains a key focus for the organisation.

Benefit in Kind (BIK): Most of those colleagues that receive BIK receive Christmas gift vouchers and this is gender balanced as it is received throughout all levels of the company.



## CLOSING THE GAP



We are committed to understanding and improving our gender pay differences at all levels within the organisation. Looking forward to 2023, we want to build a workforce that is diverse and inclusive, and this will require sustained efforts over time to make sure that we are a more equal company. All this is underpinned by our values which include Authentic, People-First, Considerate and United.





# CLOSING THE GAP

## Recruitment and Selection

To maintain a full representation of women at all levels in Eason, we will continue to review our recruitment processes and language ensuring we are open and attractive to everyone. In 2023, we will conduct training on unconscious bias, diversity, and inclusion for all recruiters and hiring managers. We will also ensure that our job adverts and descriptions use non-gender biased language to encourage equal representation at all levels during recruitment.

## Developing Talent

We will continue to develop our talent and ensure we have a gender balanced mix of talent attending development programmes. We will ensure that women in our business can access all development programmes available and meaningful career paths at all levels.

## Appraisal and Reward

Our pay levels are generally well balanced across all levels of the organisation. The gap exists mainly in the 4th quartile and in 2023 we will use data and insights to support good decision-making in our reward systems.

## Leadership and Culture

We have achieved significant progress in increasing the representation of women on our Senior Leadership Team since 2020. We offer a variety of leadership development programs for employees at all levels, from first time leaders to executives. We will continue to develop more female leaders within the organisation and showcase female role models at all levels. In 2023, we will ensure that diversity and inclusion training forms part of our leadership development programmes.



