

ITX Retail Ireland Limited Gender Pay Gap Report 2023

This is our second gender pay gap report in Ireland. We are pleased to report that again our gender pay gaps are very low.

In this report, we set out our gender pay gap statistics for Ireland in 2023, explain the reasons for our gaps and set out what measures we are taking to reduce them.

Gender pay gap vs equal pay

The gender pay gap is the output of a statistical calculation. It compares the average figures for both the pay and bonus of the total workforce. Gender pay gaps do not take into account the fact that the "average" men and women may be doing very different roles. Gender pay gaps suggest demographic imbalance in a workplace.

The gender pay gap is not the same as equal pay. Equal pay focuses on individual roles and is the requirement that men and women are paid the same for carrying out the same or similar work.

What are our gender pay gap figures for 2023?

Our figures as at 30 June 2023 are below.

| | |
|---|--------|
| Mean pay gap | 3.8% |
| Median pay gap | -0.1% |
| Mean pay gap (part time employees only) | -50.4% |
| Median pay gap (part time employees only) | -17.1% |
| Mean pay gap (temporary employees only) | 0.1% |
| Median pay gap (temporary employees only) | 0.0% |
| Mean bonus gap | 32.3% |
| Median bonus gap | -1.1% |
| Proportion of men that received bonus | 59.2% |
| Proportion of women that received bonus | 71.0% |
| Proportion of men that received BIK* | 100.0% |
| Proportion of women that received BIK* | 100.0% |
| Lower quartile (percentage women) | 78.8% |
| Lower-mid quartile (percentage women) | 69.9% |
| Upper-mid quartile (percentage women) | 75.9% |
| Upper quartile (percentage women) | 77.2% |

*Benefit in Kind

Reasons for our gender pay gaps

Consistent with last year, we have essentially no median gender pay gap because we employ a very large number of people performing the same roles. Our Sales Assistants account for 745 out of our 998 employees. A similar proportion of men and women work in our lowest paid roles as in our highest paid roles. This explains our low median pay gap.

We again have a very small mean gender pay gap because, while women are overrepresented at all pay levels, they are less overrepresented at the highest paid level: 75% of all roles are held by women, whereas 60% of the highest paid roles are held by women.. We need to make sure we can continue to attract, retain and promote women into our senior roles.

Measures to reduce our gender pay gaps

To bring down our mean pay gap further, we need to get more women into more senior level roles.

We have a range of measures that have been helping to attract and retain more women into leadership roles of all levels in our brands.

Recruitment

We need to get more applications from women for more senior roles in all our brands and to ensure that they are as equally likely as men to be appointed. To do this, we deploy a range of initiatives:

- In all job adverts for senior roles (level 5 and above) we are advertising them as being available on a flexible basis.
- We will continue to ensure the recruitment process is completely fair and free from bias.
- We will continue to have balanced interview panels where possible.
- We use structured interviews to minimise any space for bias.

Retention and promotion

We need to ensure we retain and promote female talent into more senior roles. To do this, we need to continue to identify and remove any barriers to progression that women might face. We will investigate a return-to-work programme to help reengage senior talent and rebuild the careers of those who have had to take extended periods away from work.

I confirm that this information is accurate



Jose Manuel Romay de la Colina
Director
ITX Retail Ireland Limited

ITX Retail Ireland Limited Gender Pay Gap Report 2022

For the first time in Ireland, all companies with 250 or more employees must now report their gender pay gaps. We welcome this new legislation and support its important objective: greater workplace gender equality in Ireland. We are committed to advancing and improving opportunities for all women in the workplace.

At ITX Retail Ireland Limited, we are pleased to report that our gender pay gap is low. Our workplaces are places where all women thrive. Yet, despite this, we are not complacent. We know that we can't stop working hard on gender diversity. We can still go further.

In this report, we set out our gender pay gap statistics for Ireland in 2022, explain the reasons for our gaps and set out what measures we are taking to reduce them.

Gender pay gap vs equal pay

The gender pay gap is not the same as equal pay. The two concepts are very different.

The gender pay gap is the output of a statistical calculation. It compares the **average figures** for both the pay and bonus of the total workforce. Gender pay gaps do not take into account the fact that the "average" men and women may be doing very different roles. Gender pay gaps suggest demographic imbalance in a workplace.

Equal pay is about ensuring that men and women doing the **same work**, or work that is of equal value, will receive the same pay. We are confident that there are no equal pay issues and this is not a reason for our gaps.

What are our gender pay gap figures for 2022?

Our figures as at 30 June 2022 are below.

| | 2022 |
|--|-------------|
| Mean gender pay gap | 5.8% |
| Median gender pay gap | -0.4% |
| Mean gender pay gap – part time | -0.7% |
| Median gender pay gap – part time | -0.4% |
| Mean gender pay gap – temporary | 2.7% |
| Median gender pay gap – temporary | 1.2% |
| Mean bonus gap | 26.2% |
| Median bonus gap | 7.4% |
| Proportion of men receiving a bonus | 60.9% |
| Proportion of women receiving a bonus | 64.0% |
| Proportion of men receiving a BIK | 100.0% |

| | |
|--|--------|
| Proportion of women receiving a BIK | 100.0% |
| Lower quartile (percentage women) | 78.9% |
| Lower-mid quartile (percentage women) | 76.7% |
| Upper-mid quartile (percentage women) | 81.3% |
| Upper quartile (percentage women) | 75.8% |

Reasons for our gender pay gaps

We have essentially no median gender pay gap because we employ a very large number of people performing the same roles. Our Sales Assistants account for 802 out of our 1033 employees. Although we have a female dominated workplace, men and women are generally equally spread out. A similar proportion of men and women work in our lowest paid roles as in our highest paid roles. This explains our low median pay gap.

We have a very small mean gender pay gap because we have a small overrepresentation of men in some of our more senior roles. We need to make sure we can attract, retain and promote women into senior roles among all of our brands.

Measures to reduce our gender pay gaps

We have a range of measures that have been helping to attract and retain more women into leadership roles of all levels in our brands. These are helping to keep to our gender pay gaps low. But we can do more.

The measures we are deploying are supported by research and evidence shows they are effective at reducing gaps. This is why we are confident that, over time, our gaps will continue to stay low and our mean pay gap should reduce further.

Recruitment

We need to get **more applications from women** for more senior roles in all our brands. We have set out a range of initiatives we are taking.

- We will investigate a return-to-work program to help reengage senior talent and rebuild the careers of those that have had to have extended periods away from work

We will continue to ensure the **recruitment process is completely fair and free from bias**.

- We will continue to have balanced interview panels
- We will continue with an interview process that has structure and minimises any space for bias

Retention and promotion

We need to ensure we **retain and promote female talent**. To do this, we need to continue to identify and remove any barriers to progression that women might face.