

Poundland® Dealz™ PEP&CO



# ROI Gender Pay Gap Report 2022

# EXECUTIVE SUMMARY

**At Dealz** our colleagues remain our most important and valued asset and we believe that a successful business is one that harnesses the benefits of a truly inclusive and diverse culture. This can be seen following the announcement of **Dealz** being awarded for best employer 2022 by the Sunday Independent. Within Dealz we aspire to be an employer of choice and believe that attracting, retaining, and developing the best, most talented individuals, regardless of gender, is key to the future success of our business.

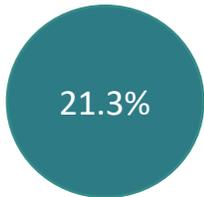
As a company we pride ourselves in ensuring our colleagues feel valued, treated fairly and have the same access to opportunities at work as priority. We therefore welcome the legislation introduced by the Irish Government requiring every employer with more than 350 colleagues to publish its Gender Pay Gap.

We understand that our main drivers of our gender pay gap continue to be the number of women represented in leadership roles and across different departments. It is common for there to be fewer senior roles in most large businesses and the turnover within these roles is significantly lower and therefore we know it will take time to reduce our gender pay gap. However, we will continue to encourage all colleagues to progress within Dealz

Our report this year details our results and our action plan to support our desire to be transparent. Our Executive Team remain committed to continually develop our action plan in order to reduce our gender pay gap.

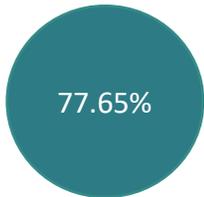


**Full Time**



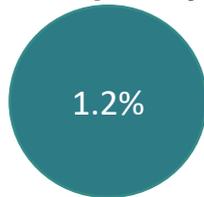
21.3%

**Part Time**



77.65%

**Temporary**



1.2%

# UNDERSTANDING THE GENDER PAY GAP

## WHAT IS THE GENDER PAY GAP?

The gender pay gap measures the difference in the average pay between all men and women within an organisation, regardless of the nature of their role. Gender pay is different to equal pay, which directly compares the pay of men and women who perform the same role, similar roles or roles of equal value.

## WHAT IS INCLUDED WITHIN THE CALCULATIONS?

The calculations for the mean and median gender pay gap are based on data from June 2022 only and include:

**Ordinary pay** – this includes basic pay as well as other types of pay such as allowances, pay for leave and shift premium pay. It does not include pay relating to overtime, redundancy or pay in lieu of annual leave.

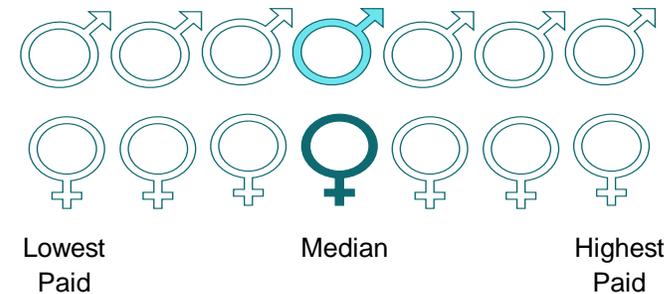
The calculations for the mean and median bonus pay gap are based on data for the 12 months up to June 2022 and include:

**Bonus pay** – this includes any pay that relates to profit sharing, productivity, performance, incentives and commission. It does not include pay relating to overtime, redundancy or pay in lieu of annual leave.

## DIFFERENCE BETWEEN MEDIAN AND MEAN

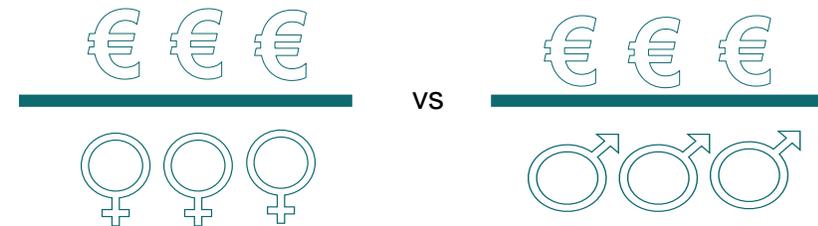
### Median

This is calculated by arranging females pay in order from lowest to highest and selecting the pay of the individual in the middle. This is then also completed for males pay.



### Mean

This is calculated by adding together the pay for all females and dividing by the total number of females. This is then also calculated for males.



# OUR RESULTS 2021

## PAY GAP

Female= 1060 Male= 511

The results compare the average hourly pay for females and males: Dealz has established agreed rates for most roles within our operations and are applied regardless of gender.

	ALL	PART TIME	TEMP
<b>MEDIAN</b>	<b>-120.17%</b>	<b>24.5%</b>	<b>8%</b>
<b>MEAN</b>	<b>8.17%</b>	<b>11.8%</b>	<b>14.9%</b>

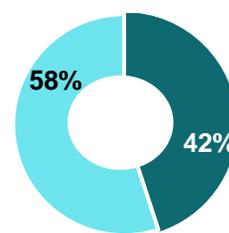
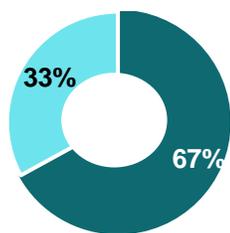
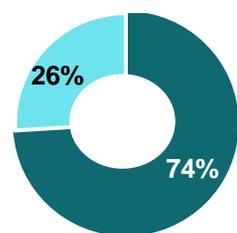
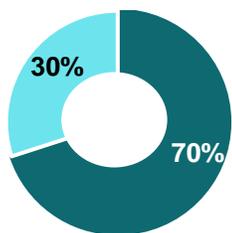
The very high negative **MEDIAN figure** reflects the female population that are employed in higher paid roles.

The **MEAN figure** reflects that 77% of the 1060 female population are in lower paid considered roles whilst male roles are more management level with the reflective pay rates applied.

\* Source: [gov.ie](http://gov.ie) - How to report on the Gender Pay Gap ([www.gov.ie](http://www.gov.ie))

## PAY QUARTILES

Quartiles are calculated by ranking pay for all colleagues from lowest to highest and then splitting into four equally sized groups, showing the percentage of men and women in each group. For June 2022, the percentage of men and women in each pay quartile was as follows:



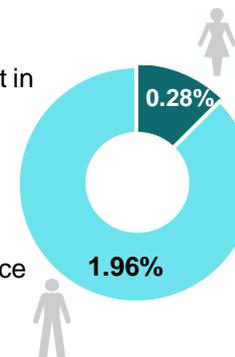
Male  
Female

## BENEFIT IN KIND

This chart shows the percentage of men and women in receipt of benefit in kind

The following benefits in kind are offered:

- Provision of a company car
- Participation in health insurance
- Fuel



Some benefits in kind relate to seniority, and men have higher levels of representation in more senior roles, hence the existence of a gap.

## BONUS PAY GAP

The mean bonus gap is a result of higher bonus opportunities available to a full-time colleagues, where a higher percentage of our male colleagues are in full time roles compared to female colleagues. Additionally, we have a greater proportion of men in senior retail roles where bonus opportunity is higher.

Whilst more men were in roles eligible for a bonus payment in 2021/2022 our median bonus pay gap is favorable for women.

The proportion of male and female colleagues receiving a bonus:



Bonus pay difference between men and women:

**MEDIAN - 304.2%**  
**MEAN 6.46%**

# OUR ACTION PLAN

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At **DEALZ** we have clear guidelines in place to ensure that our recruiting and promotion processes are fair and equitable with diverse candidates on shortlists and diverse interview panels to mitigate possible bias.

We recognise that significant focus is required to address the gender imbalances represented by the gender pay-gap. At **Dealz** we are fully committed to making progress on this matter - building an inclusive and diverse organisation in which talented people of all backgrounds are welcome and can work in an environment which supports them to perform at their best.

### ➤ ACTIONS WE ARE TAKING TO SUPPORT THIS STRATEGY:

- Continuing to develop our future leaders through leadership development programmes and apprenticeships. We have seen active participation from females within our business and continue to monitor these levels. Seven women started their Leadership programme in 2022.
- Engaging with colleagues, listening and responding through regular Your Voice surveys and our Gender working group
- Continuing to invest in colleague and manager capability, with new learning modules designed to increase awareness and understanding, this has helped managers create a more inclusive environment
- Embedding Diversity and Inclusion principles fully in our end-to-end recruitment practices
- Embedding a robust Job Evaluation system with a new Grading Framework to support a strong Employee Value Proposition and colleague experience
- Ensured all vacancy advertisements and job descriptions have gender neutral wording to ensure they do not prevent women from applying.

## MESSAGE FROM SIMON WELLS, PEOPLE DIRECTOR

At **DEALZ** we are continuing to build a more diverse and inclusive business not just within ROI but across the UK also. We have many initiatives underway to address our existing gender pay gap and to materially enhance inclusion & diversity in our workplace.

We believe that having a diverse pool of talent and perspectives is key to our future success. This will increase representation of women across the organisation, and in turn will reduce the gender pay gap over time.

Whilst we continue to invest in the above, we also know that there's more we can, and need to do, which we will. As we look to the future, we will continually strive to find additional ways to create a culture where everyone feels that they belong, part of the Poundland, Dealz and PEP&CO family.

I look forward to seeing next year's awards and analysis based on the measures we have put in place to continue to build our people led organisation together.



Simon Wells  
People Director

This report covers colleagues of Dealz and I confirm that the information contained within this report is accurate and has been prepared in line with mandatory requirements.

A handwritten signature in black ink, appearing to read 'Simon Wells', with a large, stylized initial 'S'.

Simon Wells  
People Director