



ROI Gender Pay Gap Report 2023

Poundland

Dealz

pepco®

Executive Summary



At Dealz we pride ourselves in ensuring all our colleagues feel valued, treated fairly and have the same access to opportunities at work. 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. **Within Dealz** at heart we are a people led business that values all our colleagues and therefore we believe that attracting, retaining, and developing the best, most talented individuals, regardless of gender, is key to the future success of our business.

Following on from our publication of **DEALZ** gender pay gap December 2022, it has been reported that the other Irish organisations who submitted their reports have an overall mean gender pay gap of 12.6%.

It was further reported that;

- The lowest gender pay gaps are in retail, health and charity organisations
- The mean hourly bonus gap is estimated to be 22.9%

PwC analysis of up to 500 companies' gender pay gap reports

We understand that the main drivers of **our** gender pay gap continue to be the number of women represented in leadership roles and across different departments. Our report once again 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 once again in the coming year.

As a company we are proud that we are considerably closer to closing the gap against reported Irish companies, this is inclusive of the hourly bonus gap. We have improved this year against last year by closing this gap by another 1%.



Understanding the Gender Pay Gap



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. The Gender Pay Gap Information Act 2021 requires organisations to report on their hourly gender pay gap across a range of metrics. The Regulations which set out the detail on how these calculations will be made are published at the link below:

WHAT IS INCLUDED WITHIN THE CALCULATIONS?

The calculations for the mean and median gender pay gap are based on data from **22nd June 2023** 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.

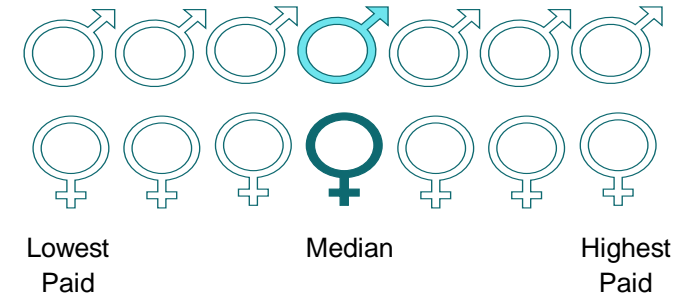
The calculations for the mean and median bonus pay gap are based on data for the **12 months up to 22nd June 2023** and include:

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

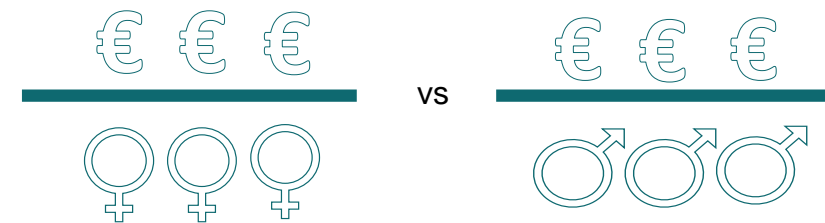
Median

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.



BIK

The percentage of all relevant employees of the male gender who received benefits in kind and the percentage of all relevant employees of the female gender who received such benefits.



Our Results



PAY GAP

Female= 912 Male= 421

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
MEDIAN	3%	-108%	19.53%
MEAN	7%	-0.85%	25%

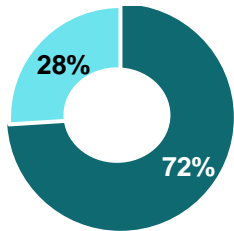
The **MEDIAN figure** reflects the male population that are employed in higher paid professional positions such as Regional Managers.

The **MEAN figure** reflects that 52% of the 912 female population are in lower paid considered roles whilst male roles are more at management level with the reflective pay rates applied.

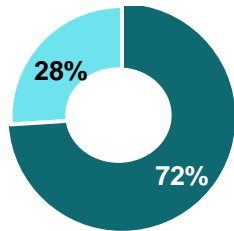
* Source: gov.ie - How to report on the Gender Pay Gap (www.gov.ie)

PAY QUANTILES

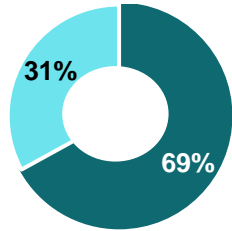
Quartiles are calculated by ranking pay for all colleagues from lowest to highest and then splitting into four equally sized groups, showing the percentage of men and women in each group. For June 2022, the percentage of men and women in each pay quartile was as follows:



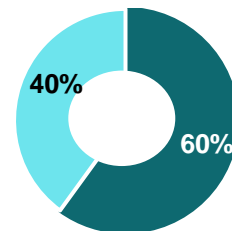
Lower Middle Quartile



Lower Middle Quartile



Upper Middle Quartile



Upper Quartile

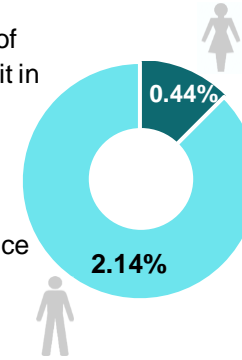


BENEFIT IN KIND

These charts show 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 benefit



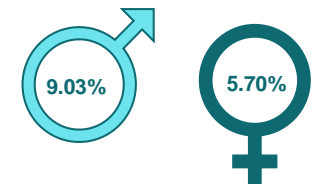
Some benefits in kind reflect seniority, and men have higher levels of representation in higher banding roles, hence the existence of a gap however we have improved slightly from last year.

BONUS PAY GAP

The mean bonus gap is a result of higher bonus opportunities available to full-time male colleagues. We can see there is a greater proportion of male colleagues in senior roles compared to female colleagues. Additionally, this means that for the proportion of men in senior retail roles the bonus opportunity is higher.

Whilst more females received a bonus payment in 2022/2023, the proportion of male's vs male population was higher, and our median bonus pay gap is favorable for men.

The proportion of male and female colleagues receiving a bonus:



Bonus pay difference between men and women:

MEDIAN	20%
MEAN	7%

Our Action Plan



At **DEALZ** whilst we recognise that our gender pay gap is lower than ROI average and have made progress since last year's report, we understand fully that we still need to apply significant focus to address the gender imbalances.

Our diversity is a major part of who we are, not just within ROI but across the UK and we are committed to building a workforce of talented people with different skills, insights, expertise, and experiences.

We are authentic on our belief that having a diverse pool of talent is a key enabler to our future success and growth. This will increase representation of women across the organisation, and in turn with the right focus will reduce the gender pay gap furthermore.

Whilst we continue to invest in the above, we also know that there's more we need to do every day. As we look to the future, we will continually strive to find additional ways to develop and embed a culture and environment where everyone feels that they belong, are supported and feel part of the Poundland Family.

I look forward to seeing next year's analysis based on the continuing actions we will put in place the below to close the gender pay gap further and build an inclusive and diverse organisation together.



A handwritten signature in black ink, appearing to read 'Simon Wells'.

Simon Wells
People Director

ACTIONS WE ARE TAKING TO SUPPORT THIS STRATEGY:

- Continuing to embed a robust Job Evaluation system with the new Grading Framework to support a strong Employee Value Proposition. This is to make sure we have colleagues who are best suited for the role regardless of gender.
- Continuing to review all template adverts and all bespoke (ongoing) adverts, continuing to use detection software to detect words with a non-neutral bias; for example, 'strong' is seen as a masculine word. When a word is flagged, the word(s) are changed to gender-neutral word(s), ensuring we are hiring our colleagues from a diverse applicant pool whilst supporting the pipeline to senior roles and removing any perceived barriers.
- Continuing to review our flexible working and family friendly policies to make sure these are inclusive and consciously respectful of people's backgrounds and cultures whilst creating opportunities for both male and females to feel supported.
- Continue to be open minded in unlocking perceived barriers by taking learnings from our UK approach where we have considered job sharing and other alternatives to support progression into more senior roles.



Simon Wells
People Director

Poundland

Dealz

pepco®