



# Gender Pay Report 2024: Screwfix Republic of Ireland

We are committed to becoming truly representative of the communities in which we operate.

## Welcome to the Screwfix Republic of Ireland (ROI) Gender Pay Gap Report 2024.

At Screwfix we believe in the value of inclusion and diversity. It is central to our purpose and business strategy and is foundational to our 3 people priorities; Be Ourselves, Feel at our Best and Reach our Potential.

Having an agile, inclusive culture, led by trust is critical to our ability to meet the ever evolving needs of our customers. We recognise that we have more to do to become truly representative of the communities in which we operate and to meet the expectations of our colleagues and customers as we continue to open stores in ROI.

We are dedicated to continuing to make this change and whilst this report focuses on gender, our inclusion & diversity strategy considers diversity beyond this.

This report outlines our gender pay gap for Screwfix in ROI, and details our future priorities which we believe will help us progress towards reducing our gender pay gap and embedding a truly inclusive culture.

### Our commitment

We treat everyone with fairness, dignity and respect irrespective of their age, educational and professional background, gender, gender re-assignment, civil status, race, ethnicity, religion and beliefs, sexual orientation, disability or family status. We recognise that in difference, there is strength.

We are proud of our gender diversity work but acknowledge there is still more to do. In 2024, our median hourly gender pay gap is 0.9%, and our mean hourly pay gap is 6.3%.

To continue our progress, we will focus on a range of inclusion and diversity actions over the coming year. This will include reviewing our attraction, recruitment, and onboarding processes. We will continue partnering with our internal and external networks to support our attraction and growth initiatives. Additionally we will evolve our colleague listening strategy to gain insight and provide opportunities to further amplify colleague voices and address the key topics that matter most to them.

Increasing women in management positions continues to be a key focus for us and we would like to see an increase over the next few years. We will do this by having diverse shortlists for promotions, monitoring participation in our talent development programmes, ensuring there is consistency and transparency within our recruitment process, and investing to build a long-term pipeline of diverse talent.

## Contents of this report

This report sets out our gender pay calculations for colleagues of Screwfix ROI for 2024, prepared in line with the Gender Pay Gap Information Act 2021. The reporting covers the 12 month period ending 30 June 2024.

### Screwfix key facts\*

Screwfix is part of Kingfisher plc, the international home improvement company, with over 2,000 stores, supported by a team of over 78,000 colleagues.

Screwfix ROI offers over 30,000 products from power tools and work wear to cable and pipe fittings, helping Trade customers get the job done quickly, affordably and right first time.

<b>514</b> Colleagues in Screwfix ROI	<b>40%</b> of colleagues are female	<b>60%</b> of colleagues are male
<b>99.6%</b> of colleagues work within our Branches	<b>0.4%</b> of colleagues work in support roles.	<b>41</b> Number of Screwfix branches within ROI

\*Numbers in the table are based on relevant employees as per the 2024 Gender Pay Gap calculation.

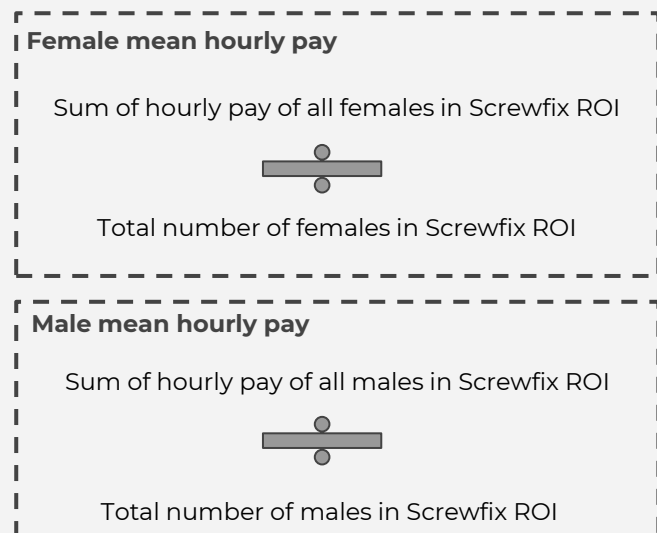
### What is the gender pay gap?

The gender pay gap is not the same as equal pay analysis:

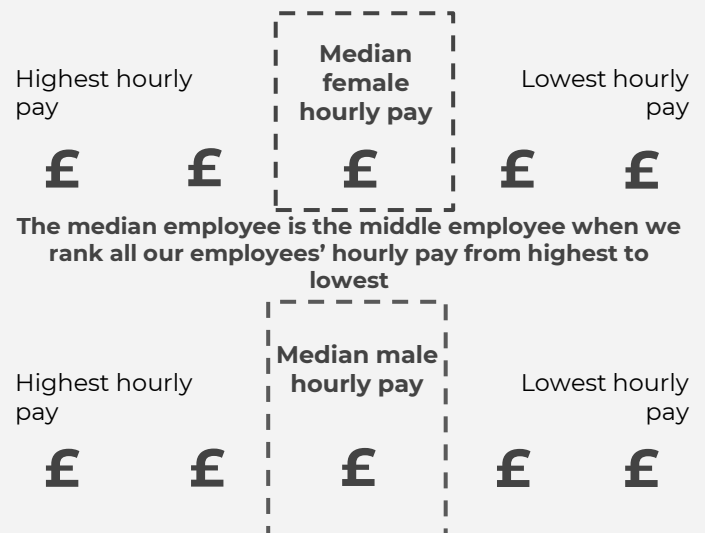
- **Equal pay** is determined by assessing whether men and women are paid equally for doing the same work or work of equal value. At Screwfix, we have policies and processes in place to ensure equal pay is the first consideration when determining pay for all colleagues.
- **Gender pay** calculations specifically compare average pay (both mean average and median average, for hourly pay and bonus pay) for men and women and are therefore impacted by the number of men and women at different levels of seniority throughout the organisation.

### Calculating the gender pay gap

#### How mean hourly pay is calculated

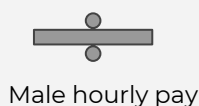


#### How median hourly pay is calculated



#### How the hourly pay gap is calculated

Male hourly pay - Female hourly pay



#### How the bonus gap is calculated

The bonus gap is calculated using actual bonuses paid to colleagues for the 12 months to 30 June 2024.

The mean bonus, median bonus and overall gap is calculated using the same formula as hourly pay.

Note this calculation applies to both the mean and median hourly pay gap.

## Screwfix ROI 2024 Hourly Pay Gap

Screwfix mean and median hourly pay gap for the 12 months to 30 June 2024, is shown below.

	Hourly Pay Gap (All)	Hourly Pay Gap (Part Time)	Hourly Pay Gap (Temporary)*
Mean	6.3% (2023: 4.6%)	1.6% (2023: 1.4%)	-2.2% (2023: N/A)
Median	0.9% (2023: 1.2%)	0.1% (2023: 0.3%)	-3.2% (2023: N/A)

\*On the reporting date there were no female colleagues on temporary contracts.

## Proportion of female and males by pay quartile

These tables show the proportion of males and females across Screwfix ROI in four equally sized groups, sorted by level of hourly pay for the 12 months to 30 June 2024.

	Lower pay quartile	Lower middle pay quartile	Upper middle pay quartile	Upper pay quartile
Female	43% (2023: 48%)	42% (2023: 42%)	38% (2023: 40%)	35% (2023: 29%)
Male	57% (2023: 52%)	58% (2023: 58%)	62% (2023: 60%)	65% (2023: 71%)

## Understanding the numbers -

We pay standard hourly rates of pay regardless of gender across our Store Assistant and Supervisor roles, these roles represent all non-management roles and 83% of the colleague population.

Over two-thirds of our colleagues work part-time hours, all of which are in Store Assistant and Supervisor roles.

4 male and 3 female colleagues are employed on temporary contracts and we see a positive gender pay gap due to females in supervisory roles.

## Hourly pay gap

The mean hourly pay gap for all Screwfix colleagues in ROI is 6.3%, which has increased from 4.6% in 2023 due to higher bonus payouts. The median pay gap is 0.9% which sees marginal change from 1.2% 2023.

The mean and median hourly pay gaps are primarily driven by lower representation of females in management positions, which are the higher paid roles.

For part-time colleagues, the mean pay gap has increased to 1.6% from 1.4% in 2023 due to males working more hours that are paid enhanced rates.

The median and mean hourly pay gaps are calculated using different methodologies (see page 2).

## Screwfix ROI 2024 Bonus Pay Gap

This table shows the mean and median % of employees who received a bonus for the 12 months to 30 June 2024.

	Bonus Pay Gap (All)
Mean	21.7% (2023: 15.3%)
Median	1.7% (2023: 18.3%)

## Proportion of employees receiving a bonus or a Benefit in Kind

This table shows % of males and females in receipt of a bonus or benefit in kind for the 12 months to 30 June 2024.

	Bonus	BIK
Female	10.9% (2023: 10.1%)	0% (2023: 2.5%)
Male	17.5% (2023: 15.4%)	0.6% (2023: 3.7%)

## Bonus pay gap

The mean bonus pay gap increased to 21.7% in 2024 from 15.3% in 2023 due to a high company bonus payout and more males in senior positions.

The median bonus pay gap has reduced significantly to 1.7% in 2024 from 18.3% in 2023 due to the majority of management eligible to receive a bonus being in a role that has a narrow pay gap, therefore receiving similar bonus payouts.

The median and mean bonus pay gaps are calculated using different methodologies (see page 2).

## Benefit in Kind

Screwfix offers Benefits in Kind including private medical insurance and company cars, which are available to colleagues in senior positions. As these positions are currently held by males, only males receive BIK.

The proportion of colleagues receiving Benefit in Kind decreased for both males and females due to a '1+1' share scheme payout in 2023, which was not open in 2024.

## Our approach to improving our gender pay gap

Shown below are some of the key actions we are currently focusing on. Achieving greater diversity throughout Screwfix, including gender diversity, rests heavily on being able to attract and retain diverse talent. This is why we put equal focus on building an inclusive culture where everyone feels they belong. This will in turn help us reduce our gender pay gap, however it is likely to take time to see the full impact in our numbers.

1



**Attraction and Recruitment Processes:** Our processes promote attraction of female candidates and inclusive hiring practices.

We strive for balanced shortlists for management roles.

To achieve this, we utilise various methods of media (i.e. radio, social media) to advertise roles and attract more female applicants. We also share experiences of our female colleagues promoting 'day in the life' as part of our attraction plan.

2



**Inclusion Learning:** Inclusion development & building understanding of Inclusion & Allyship for all colleagues.

We launched our 'Together Stronger' allyship campaign. An inclusion based learning module for all colleagues which now forms part of our induction programme for new starters.

This covers:

- What an inclusive culture is.
- What it means to be an ally.
- What actions we can all take.

3



**Inclusive Talent Development:** We have a 'no barriers' approach to developing a career at Screwfix.

Our objective is to ensure gender diversity in our talent pipeline. **30%** of talent development programme applicants in the year to 30th June 2024 were female.

We successfully develop our talent, **66%** of female colleagues that have completed these programmes have been promoted to new roles.

4



**Promoting a culture of equality and diversity:** We aim to support colleagues at every stage of their journey with us, through transparent policies that prioritise respect, inclusion, and well-being.

New policies introduced in the past 12 months include:

- Dignity at Work Policy
- Domestic Violence Leave Policy
- Foster Care and Kinship Care Policy
- Right to Disconnect Policy

## Our priorities for 2025

Expanding on the improvements we have made in the last year, we will continue to take steps to address inclusion & diversity through:

- Investing in our Learning Management System (LMS) to ensure development opportunities are accessible for all colleagues.
- Continuing to ensure gender diversity in all upcoming cohorts of our talent development programs.
- Evolving our colleague listening strategy to gain insight and provide opportunities to further shape our colleague experiences and culture.
- Review our attraction, recruitment and onboarding processes to ensure we are attracting diverse candidates.
- Supporting the growth of our colleague inclusion networks and communities.
- Review our partnerships at both a national and local level to ensure we are engaging with and supporting a diverse range of communities.

