



Gender Pay Report 2023: 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 2023.

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 have made significant strides towards this in the past year, but 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, marital status, race, ethnicity, religion and beliefs, and sexual orientation and recognise that in difference, there is strength.

We are proud of our gender diversity work but acknowledge there is still more to do. In 2023, our median hourly gender pay gap is 1.2%, and our mean hourly pay gap is 4.6%.

In order to continue our progress, we will focus on a range of inclusion & diversity actions over the coming year including: increasing the number of women in management, continuing to partner with the *Us Inclusion Network* to encourage the growth of our colleague community spaces, investing in the next stage of our inclusion learning through our 'Together Stronger' allyship campaign for all colleagues and focusing policy development on the key topics that matter most to our colleagues.

Increasing women in management positions is a key focus for us and we would like to see an increase over the next few years. We will do this by improving retention of women within the business, having diverse shortlists for promotions, improving participation in our talent development programmes, ensuring there is no bias (conscious or unconscious) 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 2023, prepared in line with the Gender Pay Gap Information Act 2021. The reporting covers the 12 month period ending 30 June 2023.

Screwfix key facts*

Screwfix is part of Kingfisher plc, the international home improvement company, with over 1,900 stores, supported by a team of over 82,000 colleagues.

Screwfix ROI offers over 26,000 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.

499

Colleagues in Screwfix ROI

40%

of colleagues are female

60%

of colleagues are male

99.4%

of colleagues work within our Branches

0.6%

of colleagues work in support roles.

37

Number of Screwfix branches within ROI

*Numbers in the table are based on relevant employees as per the 2023 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

Female mean hourly pay

Sum of hourly pay of all females in Screwfix ROI



Total number of females in Screwfix ROI

Male mean hourly pay

Sum of hourly pay of all males in Screwfix ROI



Total number of males in Screwfix ROI

How median hourly pay is calculated

Highest hourly pay

£

£

Median female hourly pay

£

Lowest hourly pay

£

£

The median employee is the middle employee when we rank all our employees' hourly pay from highest to lowest

Highest hourly pay

£

£

Median male hourly pay

£

Lowest hourly pay

£

£

How the hourly pay gap is calculated

Male hourly pay - Female hourly pay



Male 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 2023.

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 2023 Hourly Pay Gap

Screwfix mean and median hourly pay gap for the 12 months to 30 June 2023, is shown below.

	Hourly Pay Gap (All)	Hourly Pay Gap (Part Time)	Hourly Pay Gap (Temporary)*
Mean	4.6% (2022: 4.8%)	1.4% (2022: -0.3%)	N/A (2022: N/A)
Median	1.2% (2022: 1.0%)	0.3% (2022: -0.4%)	N/A (2022: 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 2023.

	Lower pay quartile	Lower middle pay quartile	Upper middle pay quartile	Upper pay quartile
Female	48% (2022: 46%)	42% (2022: 44%)	40% (2022: 40%)	29% (2022: 35%)
Male	52% (2022: 54%)	58% (2022: 56%)	60% (2022: 60%)	71% (2022: 65%)

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 84% of the colleague population.

Over two-thirds of our colleagues work part-time hours, most of these colleagues hold Store Assistant and Supervisor roles.

Three colleagues are employed on temporary contracts, these colleagues are all male and as a result we are unable to calculate pay gap figures for this population.

Hourly pay gap

The mean hourly pay gap for all Screwfix colleagues in ROI is 4.6% and the median pay gap is 1.2%, which see marginal changes since 2022.

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 1.4% due to more males in part-time store management roles.

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

Screwfix ROI 2023 Bonus Pay Gap

This table shows the mean and median % of employees who received a bonus for the 12 months to 30 June 2023.

	Bonus Pay Gap (All)
Mean	15.3% (2022: 29.9%)
Median	18.3% (2022: 36.2%)

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 2023.

	Bonus	BIK
Female	10.1% (2022: 11.4%)	2.5% (2022: 0.0%)
Male	15.4% (2022: 17.8%)	3.7% (2022: 0.9%)

Bonus pay gap

Our mean bonus pay gap reduced to 15.3% in 2023 from 29.9% in 2022 and our median bonus pay gap reduced to 18.3% in 2023 from 36.2% in 2022.

Our bonus pay gap figures decreased significantly due to a lower company bonus payout. However, the bonus pay gap remains due to lower representation of females in management positions which are eligible to participate in the company bonus scheme.

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

Benefit in Kind

Screwfix offers a number of Benefits in Kind to colleagues; some depend on role and others are available to all colleagues. Under this category we include private healthcare cover, company cars and our '1+1' share scheme.

More males received Benefit in Kind due to a higher population of males in positions which are entitled to private healthcare and company cars.

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



Recruitment Processes: Our processes promote inclusive hiring practices.

We evaluate our attraction content with a gender decoder to be more inclusive in the way we write job adverts and media content as well as using high female representation to attract more female applicants.

We strive for balanced shortlists for management roles by sharing the experiences of our female managers, promoting 'day in the life' as part of our attraction plan.

2



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

Following the success of our Inclusive Leadership training and to continue our inclusion learning, we have launched our 'Together Stronger' allyship campaign. Inclusion based learning for all colleagues. This will cover:

- 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. 39% of talent development programme applicants in the year to 30th June 2023 were female.

We successfully develop our talent, 71% of females that have completed these programs have been promoted to new roles.

4



Promoting a culture of equality and diversity:

Development of colleague Policy & improved benefits offering.

New policies introduced in the past 12 months include:

- Enhanced maternity & parental leave.
- Enhanced adoption leave.
- Introduction of an Equal Opportunities Policy

Our priorities for 2024

We are proud of the progress we have made in the last year, and we will continue to take steps to address inclusion & diversity through:

- Investing in further hours of development on the topic of inclusion for our Branch Managers.
- Ensuring gender diversity in all upcoming cohorts of our talent development programs.
- Evolving our talent attraction strategy, with focus on reviewing recruitment incentives and employer brand across all media channels.
- Continuing to develop our inclusive culture and colleague experience, embedding our wellbeing offering and reviewing policies.
- Supporting the growth of our colleague inclusion communities.
- Explore and establish key partnerships with other organisations to connect us with best practise.

