



Gender Pay Report 2025: 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 2025.

At Screwfix, we're committed to making sure everyone feels welcome, valued and able to be themselves.

Inclusion and diversity is right at the heart of how we work and why we do what we do. They're built into our three people priorities: Be Ourselves, Feel at Our Best, and Reach Our Potential.

We know that when we build a culture based on trust, high performance and inclusion, we're better equipped to meet the changing needs of our customers.

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

We're proud of the progress so far. And while this report focuses on gender, our commitment extends to making continued improvements that embrace diversity in all its forms.

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 2025, our median hourly gender pay gap is 0.8%, and our mean hourly pay gap is 4.2%.

To continue our progress, we will focus on a range of inclusion and diversity actions over the coming year. This includes strengthening our attraction, recruitment, and onboarding processes, and working closely with our internal and external networks to support growth and development initiatives. We will also continue to evolve our colleague listening strategy to amplify voices and address the issues that matter most

Increasing the representation of women in management remains a key priority.

Our commitment extends to building a strong pipeline, supporting retention, and enabling career progression. We are dedicated to inclusive recruitment practices, equal support for colleagues across all locations, and transparent, accessible pathways for development. We will also continue to utilise technology and data to enhance learning, track progress, and make informed, inclusive decisions that help every colleague thrive.

Contents of this report

This report sets out our gender pay calculations for colleagues of Screwfix ROI for 2025, prepared in line with the Gender Pay Gap Information Act 2021. The reporting covers the 12 month period ending 30 June 2025.

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 74,000 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.

458 Colleagues in Screwfix ROI	38% of colleagues are female	62% of colleagues are male
99.1% of colleagues work within our Branches	0.9% of colleagues work in support roles.	40 Number of Screwfix branches within ROI

*Numbers in the table are based on relevant employees as per the 2025 Gender Pay Gap calculation.

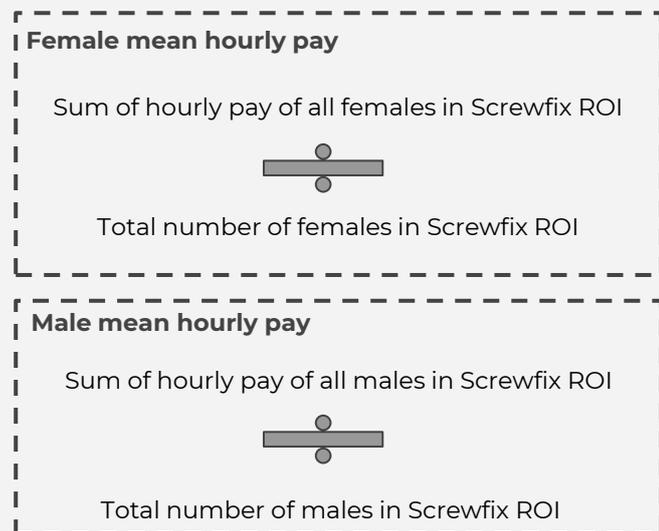
What is the gender pay gap?

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

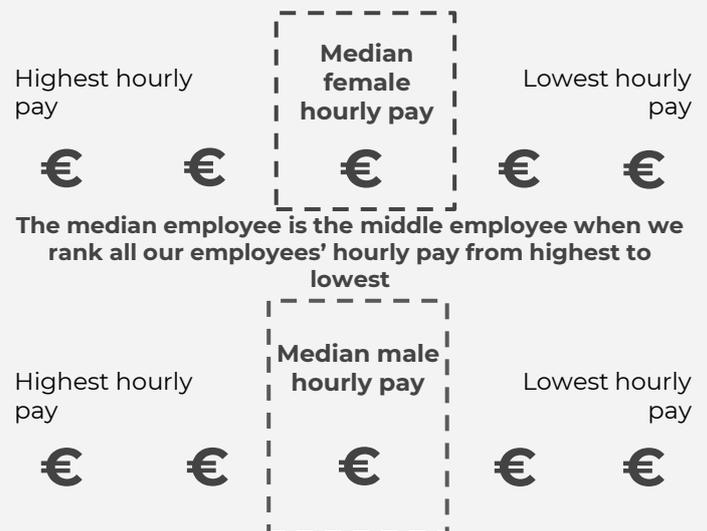
- **Equal pay** is determined by assessing whether men and women are paid equally for doing the same work or work of equal value. At Screwfix, we have policies and processes in place to ensure equal pay is the first consideration when determining pay for all colleagues.
- **Gender pay** calculations 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 2025.

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 2025 Hourly Pay Gap

Screwfix mean and median hourly pay gap for the 12 months to 30 June 2025, is shown below.

	Hourly Pay Gap (All)	Hourly Pay Gap (Part Time)	Hourly Pay Gap (Temporary)*
Mean	4.2% (2024: 6.3%)	-0.3% (2024: 1.6%)	3.0% (2024: -2.2%)
Median	0.8% (2024: 0.9%)	-0.6% (2024: 0.1%)	0.4% (2024: -3.2%)

Screwfix ROI 2025 Bonus Pay Gap

This table shows the mean and median % of employees who received a bonus for the 12 months to 30 June 2025.

	Bonus Pay Gap
Mean	14.9% (2024: 21.7%)
Median	1.1% (2024: 1.7%)

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 2025.

	Lower pay quartile	Lower middle pay quartile	Upper middle pay quartile	Upper pay quartile
Female	42% (2024: 43%)	41% (2024: 42%)	34% (2024: 38%)	37% (2024: 35%)
Male	58% (2024: 57%)	59% (2024: 58%)	66% (2024: 62%)	63% (2024: 65%)

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 2025.

	Bonus	BIK
Female	14.9% (2024: 10.9%)	0% (2024: 0%)
Male	19.8% (2024: 17.5%)	1.4% (2024: 0.6%)

Understanding the numbers

We pay standard hourly rates for Store Assistant and Supervisor roles, regardless of gender. These roles account for 81% of our total colleague population and include all non-management positions.

Approximately two-thirds of our colleagues work part-time, and all of these part-time roles fall within the Store Assistant and Supervisor categories. Five male and three female colleagues are employed on temporary contracts.

Last year, all temporary colleagues were Store Assistants except for one female Supervisor, whose higher hourly rate (due to additional payments of Sunday premium and bank holiday pay) created a positive shift in the data. This year, the same role was filled in June but has not yet received these payments, resulting in a negative shift in the temporary pay gap.

Hourly pay gap

The mean hourly pay gap for all Screwfix colleagues in ROI is 4.2%, down from 6.3% in 2024. The median pay gap is 0.8%, showing little change from 0.9% last year. For part-time colleagues, the mean pay gap has improved from 1.6% in 2024 to -0.3% in 2025.

The main reason for the mean and median pay gaps is the lower representation of females in management roles, which are typically higher paid. However, we are seeing gradual progress; the proportion of females in management roles has increased slightly: Branch Managers from 33% to 36% and Assistant Store Managers from 27% to 28%. We have also seen improvement in the salaries for promotions and new hires, where it has been equal or more favorable for females than males in comparable roles.

Bonus pay gap

The mean bonus pay gap has reduced to 14.9% in 2025, down from 21.7% in 2024. This improvement is due to a combination of factors including a lower company bonus payout in 2025 compared to 2024 and a higher number of male colleagues in eligible roles receiving either a pro-rated bonus or no bonus, due to the timings of the bonus period and their start date in role (linked to eligibility).

The median bonus pay gap has also decreased, from 1.7% in 2024 to 1.1% in 2025. This is because most managers eligible for a bonus are in roles where the pay gap is small, resulting in similar bonus payouts for males and females.

Benefit in Kind

Screwfix provides the option of private medical insurance and company cars to colleagues in senior field-based positions. Currently, these roles are held by males, so only males receive these benefits.

The proportion of males receiving Benefits in Kind has increased, reflecting a rise in the number of senior management roles.

Note: The mean and median hourly pay gap and bonus pay gaps are calculated using different methods (see page 2 for details).

Our approach to improving our gender pay gap

We recognise that reducing the gender pay gap is a long-term journey and we are confident that the steps we've taken this year will deliver meaningful impact over time. Achieving progress in gender diversity, and diversity more broadly, relies on our ability to attract, develop, and retain talent from a wide range of backgrounds. This is why we put equal focus on building an inclusive culture where everyone feels they belong.

1



Balanced Recruitment Processes:

We are committed to inclusive hiring practices and recognise that understanding and mitigating our biases provides a fairer, more consistent candidate experience.

This year we have ensured that our ROI interview panels, including interviewers and note takers, are gender-balanced.

2



Harnessing Technology for Collective Impact:

This year, we enhanced our use of technology and data through the launch of our Learning Management System, providing access to in-the-moment learning and a central hub for colleague development and career conversations.

We also developed a number of dashboards to give clearer insight into our data, deepen our understanding of the colleague journey, and support data-driven decisions that create meaningful impact.

3



Connecting Colleagues:

We understand the importance of creating more opportunities for colleagues to connect, share experiences, and build their networks.

This year we delivered a series of career events, enabling female colleagues to hear from role models and learn more about development opportunities at Screwfix.

Alongside this, we've launched four Board sponsored colleague-led Inclusion Networks and a variety of Community Groups, providing safe and supportive spaces where colleagues can come together, celebrate identity, and shape our inclusion journey.

4



Equal Support for All:

We're committed to supporting colleagues at every stage of their journey with us. We believe that all colleagues should have access to the same level of support, regardless of location because fairness and consistency matter.

This year, we took an important step by aligning our policies in the Republic of Ireland with those in the UK. For example, colleagues in both regions now benefit from access to flexible working from their first day of employment.

Our priorities for 2026

Expanding on the actions we took in the last year, we will continue to strengthen our focus on inclusion & diversity through:

- Adapting our onboarding processes and training materials to be neurodivergent-friendly.
- Further developing our colleague listening strategy to gather deeper insights and shape the experiences and culture that matter most.
- Hosting career events that enable colleagues to connect, share best practice, and explore career opportunities.
- Strengthening the reach and impact of our colleague-led Inclusion Networks and Communities, encouraging curiosity and continuing to build allyship across all levels.
- Auditing our colleague lifecycle to ensure inclusion is embedded in how we hire, develop, engage, reward, and retain to create equitable experiences for all.

