

ROI Gender Pay Report 2024

We help everyone enjoy amazing technology.



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At Currys, we're striving to best represent the customers and communities we serve by building caring and supportive teams, where every diverse talent is valued, and colleagues can thrive in an inclusive culture where they feel they belong.

An important measure of how we're doing is through our annual Gender Pay analysis and reporting, so I'm pleased to share an overview of our progress once again in Currys Ireland.

Our mean pay gap at -0.1% has reduced from 2023 (down from 0.5%), which is significantly lower than the national average of 11.2% among Irish organisations. Similarly, our median pay gap is relatively low at 2.4%.

Underpinning our commitment to equality and our company vision to help everyone enjoy amazing technology, we continue to drive a broad inclusion and diversity agenda.

Highlights from the last 12 months include:

- We've grown our diversity focussed employee resource groups, with over 1,700 colleagues from the UK and Ireland taking part in our Pride (LGBTQ+), Disability, Women's, and Embrace (Race) groups.
- We've continued to improve across all our annual inclusion survey questions, which we've now integrated into our main colleague engagement survey, giving even more colleagues the opportunity to share their views (with an 88% response rate).
- We've developed a comprehensive Workplace Adjustments policy and guide to better enable disabled colleagues to access the support they need to be at their best at work.
- We've launched a new 'Inclusive Recruitment' learning module and toolkit to support managers in consciously considering diversity and reducing bias.
- We continue to celebrate and raise awareness of key inclusion dates and events including LGBTQ+ History month & Pride month, International Women's and Men's Days, Autism, Deaf and Neurodiversity awareness, Ramadan/Eid & Diwali, National Inclusion Week, and Black History Month.

As ever we're committed to continually raising the bar in our ongoing efforts to be a diverse and inclusive place to work, and look forward to reporting further progress in 2025.

Our results explained.

Supporting Narrative.

Our mean pay gap at -0.1% has reduced from 2023 (down from 0.5%), which is significantly lower than the national average of 11.2%¹ among Irish organisations. Similarly, our median pay gap is relatively low at 2.4%.

Note that our part-time pay gap is comparable to our overall pay gap figure because nearly two-thirds of our colleagues work part-time. Also, we do not have any colleagues on temporary contracts, so we can't calculate pay gap figures for this population.

Our mean bonus gap at 23.1% is in line with the national average of 23.0%.¹ The mean bonus gap comes from the fact we have a greater proportion of men in senior corporate, retail and supply chain roles, where the bonus opportunity is higher.

Our median bonus gap has reduced to 16.1%, down from 29% in 2023. The gap is due the fact that our full-time colleagues, predominantly male compared to female, have access to higher bonus opportunities. This disparity is further influenced by the business area, most notably in supply chain where higher bonus earnings are achieved, but there is less female representation.

1. Source: PwC's Gender Pay Gap Analysis 2024.

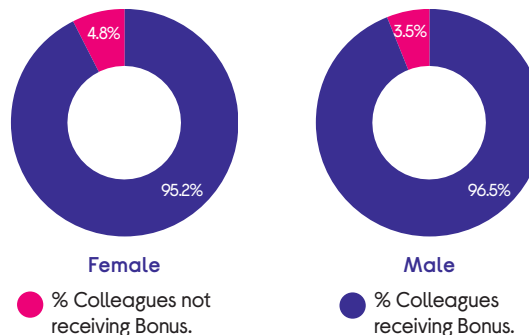
Gender Pay & Bonus Gap.

Difference between men and women	Mean (average)	Median (mid point)
Gender Pay Gap – All employees	-0.1%	2.4%
Gender Pay Gap – Part-time employees	-1.3%	2.7%
Gender Pay Gap – Temporary employees*	0	0
Gender Bonus Gap – Colleagues in receipt of bonus	23.1%	16.1%
Gender Bonus Gap – All employees	24.2%	12.5%

*No Temporary colleagues: pay gap unable to be calculated.

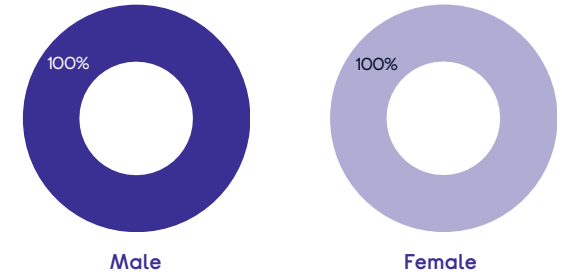
Bonus Payout.

All colleagues are eligible for bonus. Reasons for not receiving a bonus include being a new joiner or not meeting individual performance measures.



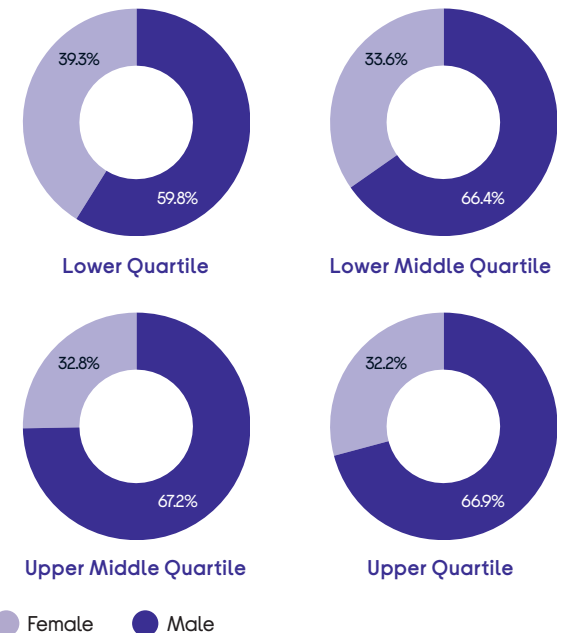
Benefits in Kind.

The table below shows the percentage of men and women in receipt of benefits in kind.



Pay Quartiles.

The table below shows our gender pay results as a percentage of men and women arranged into four quartile bands.



Gender Pay Gap explained.

Gender Pay Gap reporting requirements.

- All companies with 250 or more employees are required to publish their gender pay gap under legislation that came into effect in 2022.
- Employers are required to publish the gap in pay between men and women on both a median basis and a mean basis, for all employees, part-time employees and temporary employees. In addition, employers are required to disclose the distribution of gender by pay quartile – four groups split and grouped around pay bands, indicating the proportion of men and women in each quartile.
- Employers are required to publish the gender bonus gap between men and women, calculated over a 12 month period. Employers must publish both median and mean pay results.
- Employers are also required to disclose percentages of staff receiving bonuses by gender.
- Employers are also required to disclose percentages of staff receiving benefits in kind by gender.

Important note:

The gender pay gap is the difference between what men typically earn in an organisation compared to what women earn, irrespective of their role or seniority. It is not a measure of Equal Pay – e.g., individual level pay between men and women performing the same or like work or work that has been rated of equal value.²

2. Source: Mercer - What the difference is between 'Gender Pay Gap' and 'Equal Pay'.

Gender Pay Gap.

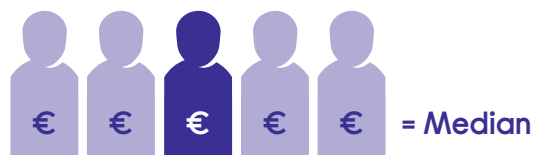
This is the difference between the hourly rate of pay of men and women, expressed as a percentage of the men's hourly pay rate. The gender pay gap is reported on both a mean (average) and median (mid-point on a distribution) basis.

The difference between mean and median.

The mean is the average number. This is found when all the values are added together and then divided by their total.



The median is the number in the middle. This is found when all the values are ordered from lowest to highest and the mid-point is selected.



The mean number can be distorted by extreme numbers, both high and low. This is not the case with the median number.

Helpful links.

- [Currys 2023/24 Annual Report](#)
- [UK Gender Pay Report 2024](#)
- [Business in the Community](#)
- [Race at Work Charter](#)
- [Everywoman](#)
- [Diversity in Retail](#)

This report shows our gender pay gap and gender bonus pay gap for Currys Ireland Ltd. It has been conducted across **485 colleagues**.