

ROI Gender Pay Report 2025

We help everyone enjoy amazing technology.



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This report marks an important moment to reflect on the progress we're making. I'm proud that this year in Ireland our median gender pay gap has decreased to 0.7%, down from 2.4%.

At -2.3% our mean pay gap is also significantly lower than the national average of 11% amongst Irish organisations.

Some of the achievements I'm most proud of include:

- A significant culture shift, with colleagues reporting improved perceptions and experiences of inclusion across the business.
- Growing our four Employee Resource Groups to over 2,000 members from the UK and Ireland, creating vibrant communities of support and advocacy.
- Launching Group-wide inclusion principles and a suite of new policies – including our Prayer and Religious Observance Policy.
- Continuing to champion hybrid and flexible working, empowering colleagues to shape their work-life balance. 92% of colleagues say they value our approach to this.

Being recognised externally, with several colleagues and networks named as finalists at the Inclusion In Awards – including:

- The Embrace Network – Winner of Most Impactful Employee Resource Group
- Ainsley Sykes – Head of Commercial Initiatives and Retail Design – Winner of Most Impactful Mentor

- Sam Whitelaw – Culture & Inclusion Manager – Finalist for Outstanding Inclusion Professional
- Zoe Martin-Pearce – Assistant Category Merchandiser – Winner of Inclusion Hero
- Alex Baldock – Group CEO – Finalist for Most Inclusive Group CEO
- From this strong foundation, our ambition is clear: to build high-performance, diverse teams that reflect the communities we serve, and foster a culture where everyone can thrive.

To support this, we've refocussed our I&D strategy around three pillars:

- Building inclusive and high-performance teams where everyone's unique perspectives and experiences are valued, helping them feel safe and supported to bring their best self to work.
- Unleashing the power of diversity. The better we listen, the better we become. By giving all colleagues a voice and acting on their insights, we identify new ways to overcome challenges and create opportunities.
- Building a Talent Pipeline that attracts and retains talent by reviewing and improving policies and processes to remove barriers and attract the best talent.

By being for everyone, we become the best OF everyone – building a winning team and creating a culture where colleagues can thrive.

You can read more about our additional pay equity initiatives and I&D initiatives in this report.

Our results explained.

Supporting Narrative.

This year, we've seen a reduction in our median pay gap, down to 0.7% from 2.4%. Our mean pay gap is also low at -2.3%, which is significantly lower than the national average of 11% among Irish organisations.*

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

We have seen a significant reduction in our mean bonus gap, down to -2.2% from 23.1%. This is due to our relatively small corporate headcount, where bonus earnings tend to be higher, combined with a greater proportion of women in these roles compared to men. This figure is significantly below the national average of 27%.*

Our median bonus gap at 21.4% is influenced by business area. Notably, bonus earnings tend to be higher in supply chain roles compared to retail, where female representation is lower. This imbalance contributes to the overall pay gap.

This year, we've seen an increase in female representation across our total workforce, including in our upper pay quartile. This marks a positive step toward improving gender balance across the Company.

1. Source: PayGap.ie - Irish Gender Pay Gap Portal.

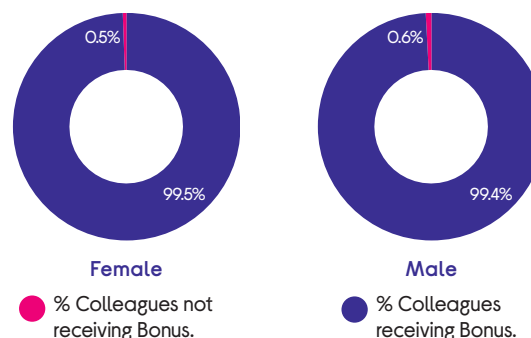
Gender Pay & Bonus Gap.

Difference between men and women	Mean (average)	Median (mid point)
Gender Pay Gap - All employees	-2.3%	0.7%
Gender Pay Gap - Part-time employees	-0.8%	0.4%
Gender Pay Gap - Temporary employees*	0	0
Gender Bonus Gap - Colleagues in receipt of bonus	-2.2%	21.4%
Gender Bonus Gap - All employees	-2.2%	20.0%

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

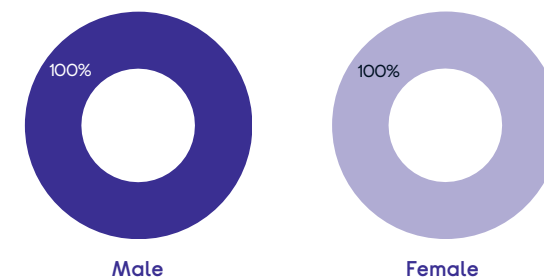
Bonus Payout.

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



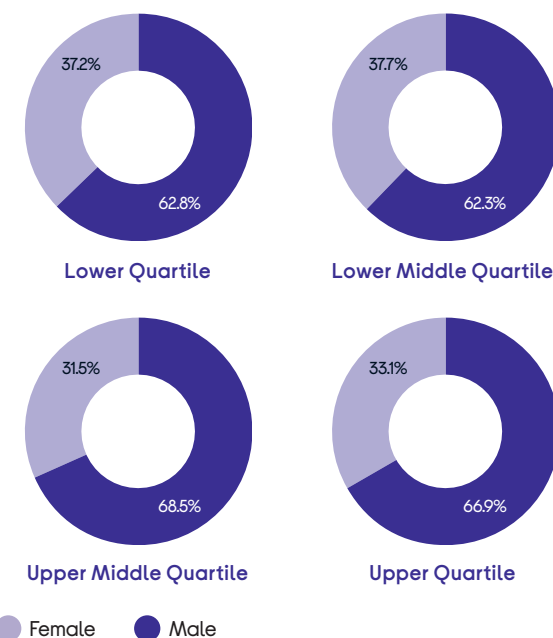
Benefits in Kind.

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 2024/25 Annual Report](#)

[UK Gender Pay Report 2025](#)

[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 **519 colleagues**.