

cardfactory

Republic of Ireland Gender Pay Gap Report

June 2024



ROI Gender Pay and Bonus Gap 2023

The snapshot date used to calculate the results for this report is 15 June 2024.

	Mean Average	Median Middle
Gender pay gap	2%	10%
Gender bonus gap	-39%	-67%

The mean (average) gender pay gap figure uses hourly pay of all full-pay employees to calculate the difference between the mean (average) hourly pay of men, and the mean (average) hourly pay of women. This shows the mean (average) gender pay gap in hourly pay as a percentage of men's pay.

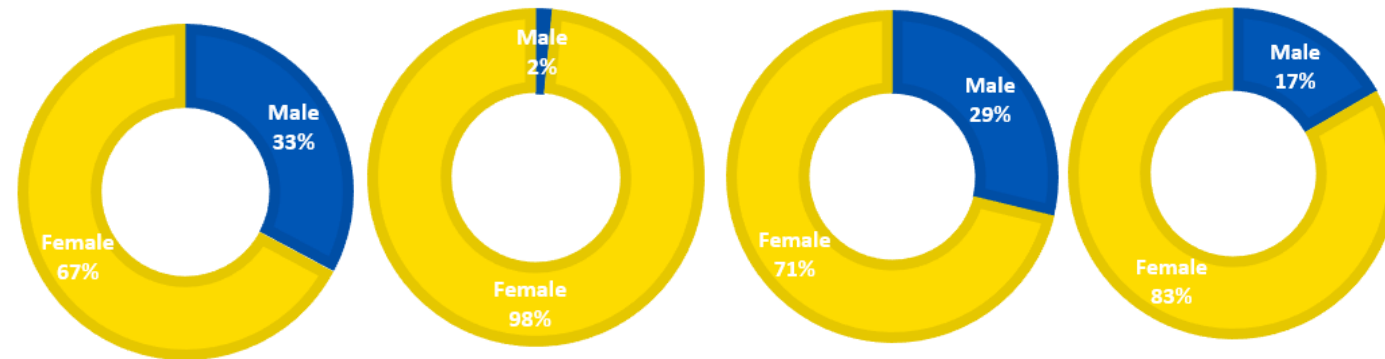
Gender demographics per quartile

Lower quartile

Lower middle quartile

Upper middle quartile

Upper quartile



The charts above show the gender distribution split into four equally sized quartiles.

Summary

The majority of colleagues in our business are female (83%), with most working in our network of stores. Store colleagues, represent 99.5% of our employee base.

GPGR 2023

2% Mean gap with a difference between male and female hourly pay of €0.27.

10% Median gap with a difference between male and female hourly pay of €1.38.

Currently 100% of our colleagues are in Retail roles. Store Assistants are the lower paid roles and 80% of those are female.

The lower quartile is made up of retail colleagues with 67% female and 33% male. The upper middle quartile is largely made up of higher paying roles, for example, Deputy Manager and Team Leaders, and this has a larger population of males (29%).

GPGR Bonus 2023

-39% Mean gap with the difference between male and female bonuses – €52.20.

-67% Median gap with the difference between male and female bonuses – €58.00.

As all our colleagues in ROI are Retail based, our bonus calculation is based on in store incentives for achieving targets.

Note – not all colleagues receive incentive payments.

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