



**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 2022.

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 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 is our first gender pay gap report for ROI. The 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 2022, our median hourly gender pay gap is 1.0%, and our mean hourly pay gap is 4.8%.

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 grow our network of ambassadors and allies, investing in leadership development on inclusion and focusing policy development on the key topics that matter most to our employees.

Increasing women in management positions is a particular 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 progression 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 2022, prepared in line with the Gender Pay Gap Information Act 2021. The reporting covers the 12 month period ending 30 June 2022.

### Screwfix key facts\*

Screwfix is part of Kingfisher plc, the international home improvement company, with over 1,500 stores, supported by a team of over 80,000 colleagues.

Screwfix ROI offers over 23,000 products from power tools and work wear to cable and pipe fittings, helping it's Trade customers get the job done quickly, affordably and right first time.

|  |   |   |
|--|---|---|
| <b>363</b><br>Colleagues in Screwfix ROI               | <b>41%</b><br>of colleagues are female              | <b>59%</b><br>of colleagues are male                |
| <b>99.4%</b><br>of colleagues work within our Branches | <b>0.6%</b><br>of colleagues work in support roles. | <b>26</b><br>Number of Screwfix branches within ROI |

\*Numbers in the table are based on relevant employees as per the 2022 Gender Pay Gap calculation.

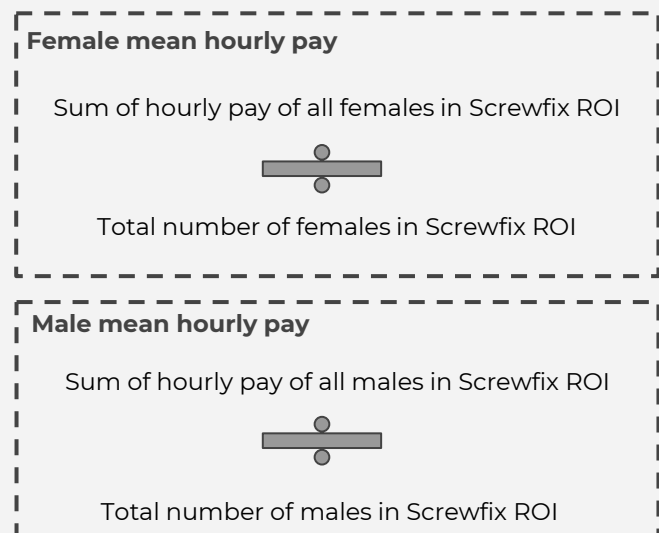
### What is the gender pay gap?

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

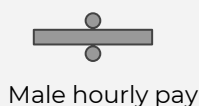


#### How median hourly pay is calculated



#### 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 2022.

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 2022 Hourly Pay Gap

Screwfix mean and median hourly pay gap for the 12 months to 30 June 2022, is shown below.

|        | Hourly Pay Gap (All) | Hourly Pay Gap (Part Time) | Hourly Pay Gap (Temporary)* |
|--------|----------------------|----------------------------|-----------------------------|
| Mean   | 4.8%                 | -0.3%                      | N/A                         |
| Median | 1.0%                 | -0.4%                      | N/A                         |

\*Screwfix only employed on a permanent contract basis during the period.

## Screwfix ROI 2022 Bonus Pay Gap

This table shows the mean and median % of employees who received a bonus for the 12 months to 30 June 2022.

|        | Bonus Pay Gap (All) |
|--------|---------------------|
| Mean   | 29.9%               |
| Median | 36.2%               |

### 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 2022.

|        | Lower pay quartile | Lower middle pay quartile | Upper middle pay quartile | Upper pay quartile |
|--------|--------------------|---------------------------|---------------------------|--------------------|
| Female | 46%                | 44%                       | 40%                       | 35%                |
| Male   | 54%                | 56%                       | 60%                       | 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 2022.

|        | Bonus | BIK  |
|--------|-------|------|
| Female | 11.4% | 0.0% |
| Male   | 17.8% | 0.9% |

## Understanding the numbers -

### Hourly pay gap

Screwfix mean hourly pay gap for all colleagues in ROI is 4.8%, and the median pay gap is 1.0%. The mean and median hourly pay gaps are primarily driven by lower representation of females in store management positions, which are the highest paid roles.

For part-time colleagues, the mean gap is -0.3% which is in favour of female colleagues. This is a result of part-role positions in non-management roles only.

Screwfix only employed colleagues on a permanent basis during 2022 and therefore the hourly pay gap for temporary colleagues is not applicable.

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

### Bonus pay gap

Screwfix mean bonus pay gap is 29.9%, this is a result of lower representation of females in store management positions, these positions receive an annual bonus.

Screwfix's median bonus pay gap is 36.2%. As above, this is driven by lower representation of females in store management positions.

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 depending on their role. Under this category we have included private healthcare cover and company car benefits.

Only 2 colleagues (0.6% of total) are in receipt of Benefit in Kind, both being male.

## 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.

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 Training:** Inclusion development for all management.



In partnership with MindGym, we delivered over 100 hours of face-to-face inclusive leadership training to all branch and area managers. Key objectives included –

- Understand what is meant by 'Inclusion'
- Understand their role as inclusive leaders
- How to speak up and challenge effectively

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. Over 40% of progression programme applicants in 2022 were female.

We successfully develop our talent, 85% of females that have completed these programs have been promoted to new roles.

4

**Colleague Voice:** We value what our colleagues have to say.



We undertake a colleague survey with Peakon twice a year.

We have representation of Screwfix ROI colleagues in the Screwfix People Forum, enabling ROI colleagues to express their ideas and suggestions to make Screwfix a better place to work.

Colleagues in ROI also participate in the Screwfix US Inclusion Network, promoting allyship across the business.

## Our priorities for 2023

We are proud of the progress we have made since opening stores in ROI 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 progression programmes.
- Further embedding good practices such as diverse shortlists.
- Launch enhanced family leave policies including maternity, paternity and adoption leave, improving colleague wellbeing, attraction and retention.
- Continuing to build a group of active allies with the support of the US Inclusion Network and creating channels for colleagues to easily communicate with them.
- Explore and establish key partnerships such as Enable Ireland and the European Disability Forum.

