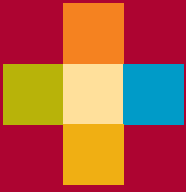


Gender Pay Gap *Report*

2023

home store
 more



Gender Pay Gap Reporting

Home Store + More is committed to promoting equality, diversity, and representation across all areas of our business. We welcome the opportunity to provide the results of our first gender pay gap report. The gender pay gap is the difference in the average hourly wage of men and women across a workforce. It compares the pay of all working men and all working women; not just those in same jobs, with the same working patterns or the same competencies, qualifications, or experience.

It is important to note that the gender pay gap is different to equal pay. Home Store + More pays men and women equal pay for equal positions and is committed to equal opportunities to all applicants with employment decisions solely based on merit qualifications, ability and performance.

The results of our gender pay gap for 2023 show an overall 7% gap when comparing full-time male and female colleagues within the business. Currently, the national gender pay gap in Ireland is estimated to be 11.3% according to Eurostat figures (2019) compared to an EU average of 13%.

Home Store + More operations in Ireland include 24 retail stores, two distribution centres and a head office. The below shows the percentage male/female split per area of the business:

Male/Female Split Per Areas Of The Business

	Male	Female
Store Operation	43%	57%
Distribution Centre <small>incl. webstore</small>	80%	20%
Head Office	45%	55%
Total	47%	53%



Some observations from our gender pay report and analysis include:

- 81% of our total workforce are employed within our retail operations. The remaining 19% work in our distribution centre or our head office
 - Within our retail operations there is a positive mean and median 2% pay gap in favour of women
 - Across the organisation there is a median gap of 3% in favour of men
- (The median pay gap is a comparison of the hourly rate of pay for the women in the middle of the line, if all of our female colleagues stood side by side in order of lowest hourly pay rate to highest, and the men did the same)*
- 55% of our most senior managers in our retail operations are women
 - The distribution industry has been traditionally male orientated due to the physically demanding nature of the work, and this is evidenced by the high proportion of male workers in this area of our business

The quartiles relating to all colleagues broadly comprise the following groups:

- o First quartile: Part-time and temporary colleagues who joined us within the last year
- o Second quartile: Part-time colleagues with more than one years' tenure
- o Third quartile: Full-time colleagues working in the store operations, the distribution centre and head office
- o Fourth quartile: Store, distribution centre and head office management

We remain committed to attracting and providing opportunities to women in all areas of our business. We will continue to manage our recruitment process to ensure gender balanced shortlisting. In keeping with our foundations of maximising the ability of all our colleagues, we will continue to provide opportunities for advancement for all of our colleagues through continuous training and development.

Our full results of our gender reporting pay gap are outlined below.



Gender Pay Gap Report

Reported Figures

Median Gender Pay Gap	All Colleagues 3%	Full-time Colleagues -2%	Part-time Colleagues 1%	Temporary Colleagues 7%
Mean Gender Pay Gap	All Colleagues 10%	Full-time Colleagues 7%	Part-time Colleagues 2%	Temporary Colleagues 5%

Bonus Pay Gap

	All Colleagues	Full-time Colleagues
Median	0%	17%
Mean	22%	22%

% Of Colleagues Who Were Paid A Bonus

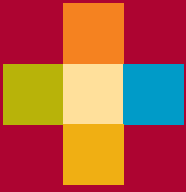
	All Colleagues	Full-time Colleagues
Male	33%	57%
Female	27%	64%

% of colleagues in receipt of a BIK

	All Colleagues	Full-time Colleagues
Male	13%	27%
Female	9%	28%

Female Representation By Quartile

	All Colleagues	Full-time Colleagues
Q1	63%	39%
Q2	50%	44%
Q3	50%	43%
Q4	50%	50%



Gender Pay Gap Report

Store Operations Figures

	All Colleagues	Full-time Colleagues	Part-time Colleagues	Temporary Colleagues
Median Gender Pay Gap	2%	-1%	1%	7%
Mean Gender Pay Gap	2%	-5%	1%	8%

Bonus Pay Gap

	All Colleagues	Full-time Colleagues
Median	0%	0%
Mean	-18%	-33%

% Of Colleagues Who Were Paid A Bonus

	All Colleagues	Full-time Colleagues
Male	28%	62%
Female	22%	65%

% of colleagues in receipt of a BIK

	All Colleagues	Full-time Colleagues
Male	6%	19%
Female	3%	11%

Female Representation By Quartile

	All Colleagues	Full-time Colleagues
Q1	65%	49%
Q2	56%	42%
Q3	51%	47%
Q4	55%	50%