



# Argos Ireland Gender Pay Report 2022/23



## Argos Ireland Gender Pay Gap 2022/23

In 2022, the Irish government introduced legislation that made gender pay gap reporting mandatory in the Republic of Ireland for organisations with over 250 employees as at their chosen snapshot date in June each year.

Our Argos stores and operations in the Republic of Ireland closed to the public on 24 June 2023. However, as at our chosen snapshot date of 30 June 2023, c. 450 colleagues were still employed by our Irish business. Under the gender pay gap regulations we are therefore required to report our 2022/23 numbers.

Our Argos Ireland mean pay gap for 2022/23 is 2.89% (compared to 2.83% last year) and our median pay gap is 0.56% (compared to 1.45% last year).

All our colleagues are paid according to their role and length of service, regardless of their gender. Our gender pay gap is driven by the fact that we had more women in hourly paid roles and more men working shifts that attracted a premium (eg Sundays, Bank Holidays and out of hours support). The bonus gap is heavily influenced by having more women in part-time roles, receiving pro-rated bonuses and more men who were ineligible for a bonus based on their start date.

Our full gender pay gap disclosure is overleaf.

# Argos Ireland: 2022/23 Gender Pay Gap figures

The Gender Pay Gap disclosure for Argos Ireland is for the reporting period 1<sup>st</sup> July 2022 to 30<sup>th</sup> June 2023 and relates to around 450 colleagues.

Statutory Requirement	Argos Ireland
Gender pay gap: mean	2.89%
Gender pay gap: median	0.56%
Gender pay gap part-time: mean	0.18%
Gender pay gap part-time: median	-0.77%
Gender pay gap temporary contract: mean	4.07%
Gender pay gap temporary contract: median	2.44%

Statutory Requirement	Argos Ireland
Proportion of men who received a bonus	92.75%
Proportion of women who received a bonus	94.25%
Bonus gap: mean	13.04%
Bonus gap: median	0.47%
Proportion of men who received benefits in kind	0.48%
Proportion of women who received benefits in kind	0.38%

Statutory Requirement	Argos Ireland	
Proportion of men / women:	Men	Women
Lower	48.72%	51.28%
Lower Middle	37.61%	62.39%
Upper Middle	44.44%	55.56%
Upper	46.15%	53.85%

Quartiles are calculated by ranking pay for all colleagues from lowest to highest and then splitting into four equally sized groups, showing the percentage of men and women in each group.

# How are Gender Pay Gaps calculated?

The pay gap shows the difference in average earnings between groups of colleagues across our business, regardless of their roles. Our report shares the differences for gender which means the difference between men and women.

Equal Pay is different from the pay gaps that we are reporting here. Equal Pay is about how much colleagues are paid for doing the same or similar role or work that's considered of equal value.

We paid our colleagues according to their role and length of service, regardless of their gender. It's important to know that the way the government asks us to report, means that even when pay is equal, there may still be a gap.

## How is the pay gap calculated?

- Imagine our male and female colleagues lined up in a row from the lowest to the highest paid, the pay of the colleague in the middle is the median. The median pay gap is the difference between the middle male colleague and middle female colleague.
- With the mean pay gap we take the average pay of all our male colleagues and compare this to the average pay of all our female colleagues.



## How is the bonus pay gap calculated?

We calculate the bonus gap by using the actual bonus that's paid across all colleagues. This means it doesn't consider where bonus is pro-rated for part-time hours.