



Argos Ireland Gender Pay Report 2021/22



Our aspiration is to be a truly inclusive retailer, where every single one of our colleagues can fulfil their potential and where all our customers feel welcome when they shop with us

Sainsbury's has reported its UK gender pay gap for five years, and this is our first Gender Pay Gap report for our Republic of Ireland business – Argos Ireland.

We pay our colleagues according to their role and length of service, regardless of their gender.

Our Argos Ireland mean pay gap is 2.83% and our median pay gap is 1.45%. We are encouraged that at management level we have a higher percentage of women than men, and this pay gap is therefore driven by the fact that we have a greater proportion of colleagues in hourly paid roles who are women, not due to lack of representation in more senior roles.

This report sets out our gender pay gaps and other data required by the regulations, as well as details on the work we're doing to build on our inclusive culture.

Gender identity

We want to be a truly inclusive retailer and take our responsibility towards our non-binary and gender-fluid colleagues very seriously. Gender Pay Gap regulations mean we must identify our colleagues as men and women: however, we actively support our colleagues of all gender identities through our inclusion strategy and our LGBT+ colleague network, Proud@Sainsbury's.

Driving our inclusive culture

At Sainsbury's group, which includes Argos Ireland, diversity, inclusion, and equity go hand in hand. Our colleagues make the difference to our customers day in, day out and we're committed to being a place where people love to work. This means being an inclusive employer that treats everybody fairly and with respect and encourages colleagues to be themselves.

We actively listen to colleagues and customers to help us make improvements to increase representation at our more senior levels and we have representation targets around gender and ethnicity.

Here are just a few examples of our recent work.



Development

Supporting the accelerated progression of women colleagues through tailored high-potential development programmes

Family Leave

Supporting new families at Sainsbury's with enhanced and improved maternity, paternity and adoption leave



Education

Continuously improving inclusion training for all colleagues, and mandatory inclusion training for line managers




Menopause friendly – accredited by Henpicked

Join the only Menopause Friendly membership

Accreditation for employers who care about diversity, inclusion and their colleagues' wellbeing

Proud to display the badge



Recognising key dates and events that matter to our customers and colleagues



International Women's Day

Argos Ireland: 2021/22 Gender Pay Gap figures

The Gender Pay Gap disclosure for Argos Ireland is for the reporting period 1st July 2021 to 30th June 2022 and relates to around 600 colleagues.

Statutory Requirement	Argos Ireland
Gender pay gap: mean	2.83%
Gender pay gap: median	1.45%
Gender pay gap part-time: mean	0.33%
Gender pay gap part-time: median	-4.43%
Gender pay gap temporary contract: mean	10.8%
Gender pay gap temporary contract: median	-0.08%

Statutory Requirement	Argos Ireland
Proportion of men who received a bonus	82.09%
Proportion of women who received a bonus	86.83%
Bonus gap: mean	13.51%
Bonus gap: median	2.96%
Proportion of men who received benefits in kind	0.37%
Proportion of women who received benefits in kind	0.30%

Statutory Requirement	Argos Ireland	
Proportion of men / women:	Men	Women
Lower	47.68%	52.32%
Lower Middle	39.07%	60.93%
Upper Middle	46.67%	53.33%
Upper	44.67%	55.33%

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.

Understanding our Gender Pay Gaps

There are more women in hourly paid roles

We have more women than men in hourly paid roles (55% compared to 45%). In management roles there are 64% of Department Managers who are women and 49% of Store and Regional Managers who are women.

More men than women earning premium pay

Certain shifts (e.g. out of hours support, Sundays, public holidays) attract additional pay premiums. Typically, men work 25% more hours that attract a pay premium.

Bonus eligibility

For hourly-paid colleagues to be eligible for a bonus, they needed to be employed before September 2021. A higher proportion of men started after this date compared to women. This makes a difference to the percentage of men and women receiving a bonus.

There are more women in part-time roles

82% of colleagues are part-time, and 55% of those part-time roles are held by women. It's important to remember that the bonus gap calculation doesn't account for part-time hours. This results in a bonus gap, even when our colleagues are paid the same hourly rate and receive the same bonus as a percentage of salary.

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 pay 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.