

B&Q Ireland

2024 Gender Pay Gap Report



Welcome to the B&Q ROI Gender Pay Gap Report 2024

We're proud of the progress we're making to develop our culture, especially with care and inclusivity being such a significant strength and forming a core part of who we are today.

We stand for inclusivity because we want B&Q to be an even better place for colleagues to work and customers to shop, this is supported by 48% of our senior roles being occupied by women

In February 2024, we launched 'Our stance on discrimination', making it clear what we stand for. We do not tolerate abuse or discrimination of any kind by anyone – colleagues, customers, contractors or business partners. We want everyone to feel welcome at B&Q and feel that they can belong.

The information contained herein is confirmed as accurate by Andy Moat (People Director, B&Q UK & Ireland)



A word from our Chief Executive, Graham...

Our goal is to continue making changes to improve as a business, helping to build a better world for our customers, colleagues and communities. We'll do this by focusing on the impact and good that B&Q can achieve for our Planet and People.



“ Everyone at B&Q is empowered to make a difference, and we're confident that, together, we can do it. **Graham Bell**, CEO, B&Q UK & Ireland

The **B&Q ROI gender** pay gap relates to the 12-month period ending 30th June 2024, in line with the Gender Pay Gap Information Act 2021.

Our stance on discrimination

We're the biggest home improvement retailer in the UK and one of the most recognisable brands in the country. People trust us to help make their homes, and their lives, better. To continue to be deserving of that trust, we have to stand up for what's right.

We do not tolerate racism, sexism, homophobia, transphobia, ableism, religious intolerance or any form of discrimination from anyone.

This is what B&Q stands for.

It's not our responsibility to change anyone's opinion, but it is everyone's responsibility to behave inclusively and be respectful to one another.

Initially shared with our colleagues, we've also communicated it to vendors and key suppliers

We want B&Q to be a place where everyone feels that they can belong

When it comes to gender, we have a great balance across our overall workforce population, making us closely representative of society.

We'd like to reach gender parity across all our work levels and will continue to work at achieving this by 2030.

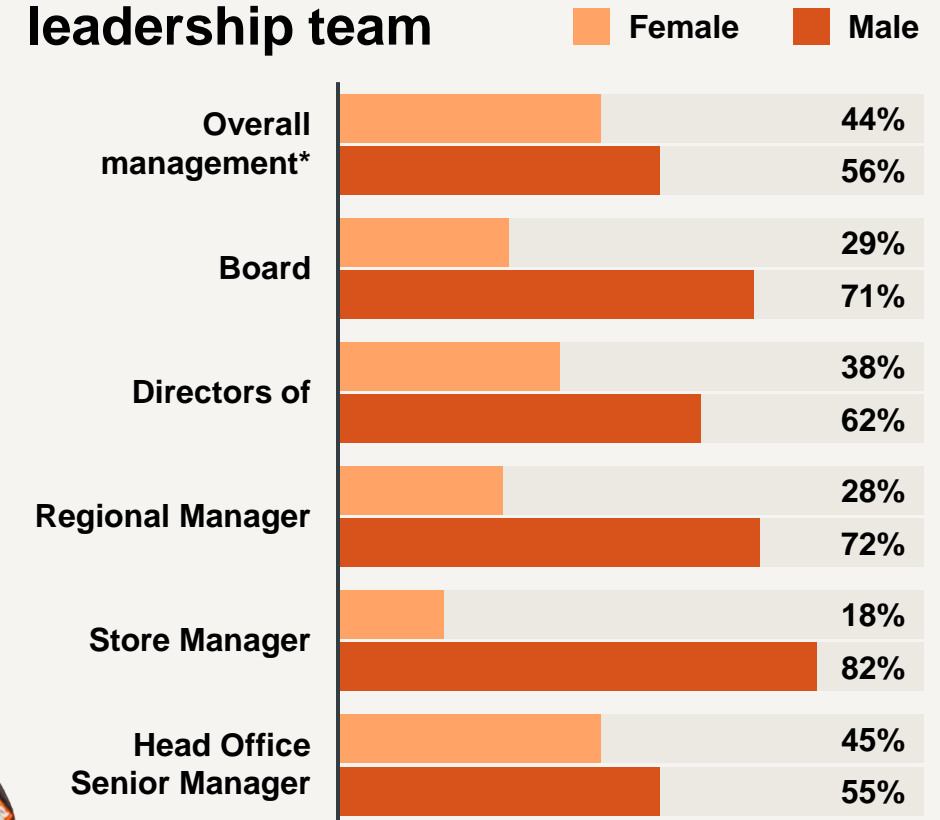
We're improving gender balance

We're making progress on female representation within senior leadership and management roles by continuing to focus on:

- Attracting and retaining diverse talent by offering more flexibility (including part time and job share opportunities)
- Educating hiring managers to remove bias within the recruitment process
- Strengthening a long-term pipeline of diverse talent
- Providing increased visibility of role model senior leaders
- Embedding allyship and empowering colleagues to actively contribute to an inclusive culture as active allies
- Using data and insight to support decision making, develop plans, measure progress and identify opportunities.



Representation of Top 500 leadership team



Our top 500 leadership population is made up of 35% women, up from 31% last year.

Within our overall management population, 44% of roles are filled by women, largely driven by the more balanced representation in our store management teams.

What is the gender pay gap?

≠ The gender pay gap is not the same as equal pay

Gender Pay

Compares average pay (both mean and median types of average, for hourly pay and bonus pay) for men and women. Gender pay is therefore impacted by the number of men and women at different levels of seniority throughout the organisation.

Equal pay

Equal pay is determined by assessing whether men and women are paid equally for doing the same work or work of equal value.

At B&Q, we have policies and processes in place to ensure that our male and female colleagues are paid the same for work of equal value.

How the mean pay gap is calculated

1. Add up the hourly rates for all men and divide by the number of men to get the average hourly rate of pay or bonus for men.
2. Add up the hourly rates for all women and divide by the number of women to get the average hourly rate or pay or bonus for women.
3. The mean pay gap is the percentage difference between average male and female pay or bonus.

How the median pay gap is calculated

The median pay gap looks at the middle point of the population for male and female pay. The difference between the male middle point and female middle point is compared.



Note: The hourly pay gap is calculated using pay data for the period 1 July 2023 to 30 June 2024. The bonus gap is calculated using actual bonuses paid to colleagues for the 12 months to 30 June 2024.



Our 2024 Gender Pay Gap

We're pleased to see that women now occupy nearly 50% of our most senior roles, with the median pay gap continuing to favour them in 2024. This is a huge step forward, but we're not stopping here. We're fully committed to achieving gender balance across all levels of the company, and with exciting project work planned for 2025, we're set to make even more strides in this area. The future is looking brighter and more inclusive than ever.

	Mean	Median
HOURLY PAY (All)	5.6% (2023: 3%)	-4.5% (2023: -7.9%)
BONUS PAY (Part Time)	-4.2% (2023: -7.3%)	-6.2% (2023: -8.0%)
HOURLY PAY (Temporary)	3.3% (2023: 0.9%)	1.1% (2023: -0.7%)
BONUS PAY (All)	62.9% (2023: 47.7%)	0.0% (2022: 0.0%)

Proportion of female and males by pay quartile*

■ Male ■ Female

Bottom Quartile

61% (2023: 63%) Male, 39% (2023: 37%) Female

Lower Quartile

55% (2023: 54%) Male, 45% (2023: 46%) Female


Upper Quartile

39% (2023: 35%) Male, 61% (2023: 65%) Female

Top Quartile


52% (2023: 53%) Male, 48% (2023: 47%) Female

Proportion of colleagues receiving a bonus

 **75.2% of males**
(78.1% in 2023)

 **87.3% of females**
(87.7% in 2023)

 **3.2% of males**
(16.5% in 2023)

 **3.5% of females**
(24.6% in 2023)

*B&Q's mean and median hourly gender pay gap and bonus pay gaps for the 12 months to 30 June 2024. Negative numbers mean that the average hourly pay for females is higher than males.

*A Quartile is a way to divide a set of numbers into four equal parts. Each part contains 25% of the data.

Our 2024 Gender Pay Gap Explained

We're inspired by the progress we're seeing in achieving a more balanced gender representation in our senior roles - a direct result of our focused efforts to elevate the number of women in store management across B&Q. While this marks a significant step forward, we recognise there's still more to be done. With our eyes firmly set on our commitment to gender balance, we remain fully committed to driving meaningful change and improving gender representation across every level of B&Q.

Why we have a pay gap?

While we're proud to maintain an even gender split at the senior management level, as reflected in our upper pay quartiles, we recognise that our lower quartiles show a higher proportion of men.

In addition, low turnover in the part-time category has contributed to a sustained pay gap in favour of women. This is due to their typically longer service and higher pay rates, especially within the Customer Advisor pay range. While we expect natural attrition to gradually narrow this gap over time, we remain focused on understanding and addressing these dynamics to ensure fair and equitable outcomes.

Why our pay gap has changed since 2023

Our mean pay gap has increased to 5.6% this year. The gap has been compounded by natural attrition of our full-time, longer serving female employees who were paid a higher rate of pay, particularly within the Customer Advisor pay range.

Our mean temporary employee gap has risen to 3.3% this year. This is a result of a predominantly male occupied in roles with higher hourly rates and roles in receipt of out of hours premiums.

Our mean bonus pay gap rose this year to 62.9%, partly through an increase of participation in one of the Kingfisher Share Schemes. This was not wholly unexpected, as the opportunity for colleagues to engage in Share Schemes in Ireland is currently limited.

The proportion of both males and females receiving a benefit in kind has reduced this year. This is due to a Company share scheme coming to an end in 2023.

B&Q's median bonus gap remains at zero. This is a result of an end of year "thank you" voucher being awarded to all store staff, who were employed on a specific date.



About B&Q Ireland

c.550

colleagues in
B&Q Ireland

49%

are female

8

store locations

98%

of colleagues work
within stores

Numbers are based on relevant
employees as per the 2024
Gender Pay Gap calculation

Our action plan to become a more inclusive company and reduce our gender pay gap

2024 Progress

Women in Leadership programme

Our dedicated 'Women in leadership' female development programme has resulted in 19 colleagues achieving their apprenticeship this year, with 89% achieving a distinction. These programmes continue to make a significant impact, providing career opportunities for our colleagues with 68% of apprentices being promoted or securing a secondment.

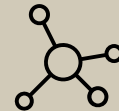


1



Gender equality colleague network

Our Gender Equality colleague network proactively supports a range of priorities, including enhancing our inclusive policies and increasing flexible working opportunities. The network has connected with colleagues across the workforce on events such as International Women's Day and continues to showcase the diversity of women in leadership roles at B&Q – providing more visibility of role models.



2



Inclusive leadership for people managers

Following our Top500 leadership team completing a comprehensive inclusive leadership programme, we've now taken it further by upskilling 1000+ people managers in Diversity & Inclusion (D&I). Ensuring every people manager that leads a team is equipped to create an inclusive environment.



3



We're committed to bringing better gender balance to our senior leadership and management populations.

To provide focus and keep momentum, we set annual priorities to track and measure our progress.

2025 Priorities

Flexible working

70% female colleagues work part time. With 44% of our management population being female, to further improve gender balance we'll be continuing to offer flexible working opportunities. With the range of shifts, working patterns and flexible working options available, we've got something to suit everyone.

Inclusive hiring

Along with refreshed inclusive hiring education for hiring managers, we're introducing diverse interview panels and balanced shortlists (for management roles) – to provide an equitable recruitment experience.

Lean in mentoring circles

We're leveraging the power of women's mentoring circles, to inspire more colleagues and promote allyship. With some circles already in place and proving popular, we're increasing reach and empowering colleagues in leading their own circles to impact more women across B&Q.

B&Q

