

A woman with brown hair, wearing a black long-sleeved shirt, a black headset, and a bright orange B&Q apron, stands in a garden center. She is smiling and looking towards the camera. The background is filled with various green plants and flowers. An orange text box is overlaid on the right side of the image.

B&Q Ireland 2023 Gender Pay Gap Report

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Welcome to the B&Q Ireland Gender Pay Gap Report 2023

At B&Q, we believe in the value of equity, diversity & inclusion. It's a key part of our business plan and we've made significant progress in developing a more inclusive culture. There's more to do to ensure we're always meeting the needs of our colleagues and customers, but it's a strong start.

This is our second gender pay gap report for Ireland with details on the actions we believe will help us progress towards reducing our gender pay gap and embedding an inclusive culture, not just in Ireland, but across our whole business.

In Ireland we have 8 stores and c.550 colleagues. We have a responsibility and an opportunity to make sure every store and our head office is reflective of the communities that we serve.

We're dedicated to making continuous improvements and whilst this report focuses on gender, our diversity & inclusion strategy considers the many elements of inclusion with a plan of activity that spans beyond 2023 – setting us up for success with everything we're looking to achieve.



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

Although our overall ambition is simple, it's very powerful. Our leaders make the biggest difference in creating a truly inclusive environment so we're helping them to be the best they can, and in turn, they're supporting our colleagues to be comfortable in being themselves.

When it comes to gender diversity, we're proud of the improvements made in the 12 months up to June 2023, but we also know there's still more work to do. To make sure we're continually making progress, our focus will remain on a range of diversity and inclusion activities across 2023 and beyond. From continuing to educate our leaders and colleagues, embedding our five colleague networks & inclusion councils, and our reverse mentoring programme, we have a good number of initiatives either already in place or happening across this year.

Our goal is to have better diversity in senior leadership and management positions. We will do this by:

- ✓ improving retention of women
- ✓ having a gender balanced shortlist for promotions
- ✓ ensuring there is no bias (conscious or unconscious) within our recruitment process
- ✓ investing in building a long-term pipeline of diverse talent
- ✓ building understanding of allyship and empowering colleagues to build an inclusive culture as active allies
- ✓ using data and insight to drive decisions, shape our plans and measure our progress



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

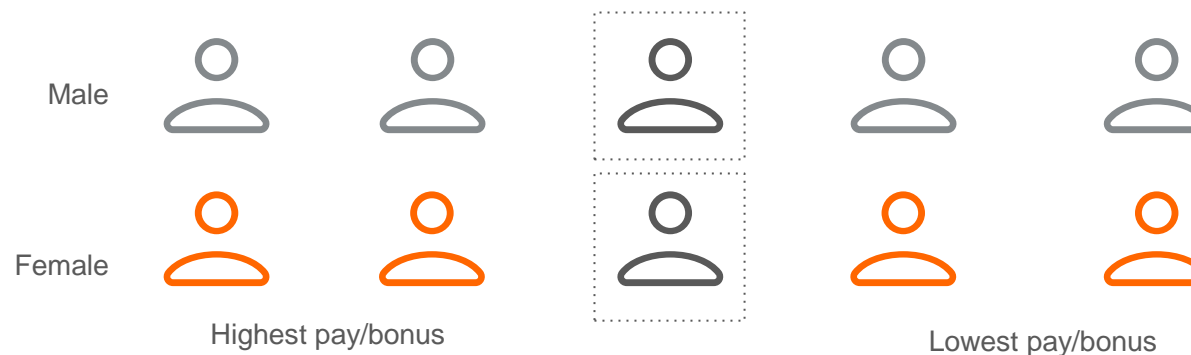
At B&Q, we have policies and processes in place to ensure that our male and female colleagues are paid the same for work of equal value.

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 2022 to 30 June 2023. The bonus gap is calculated using actual bonuses paid to colleagues for the 12 months to 30 June 2023.

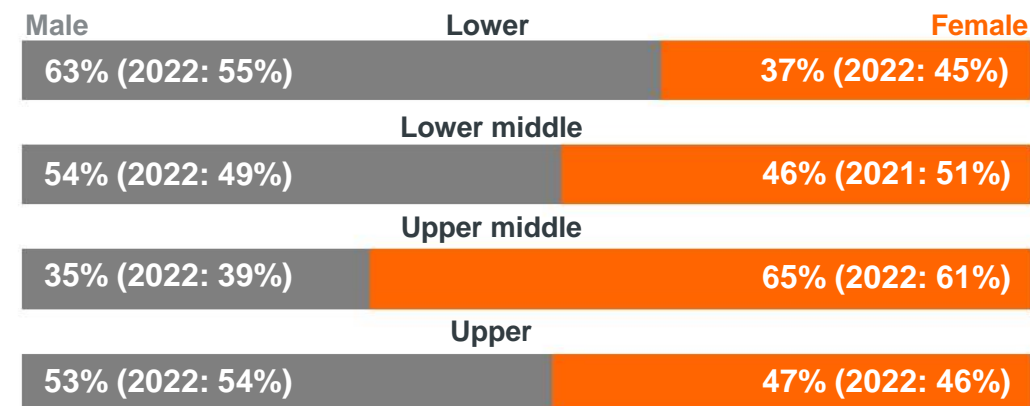
Our 2023 Gender Pay Gap

B&Q's mean and median hourly gender pay gap and bonus pay gaps (for the 12 months to 30 June 2022) are shown below. Negative numbers mean that the average hourly pay for females is higher than males.

	Mean	Median
Hourly Pay (All)	3.0% (2022: 12.8%)	- 7.9% (2022: - 2.6%)
Hourly Pay (Part Time)	- 7.3% (2022: - 0.1%)	- 8.0% (2022: - 4.2%)
Hourly Pay (Temporary)	0.9% (2022: - 4.7%)	- 0.7% (2022: - 2.0%)
Bonus Pay (All)	47.7% (2022: 71.0%)	0.0% (2022: 0.0%)

Figures have been prepared in line with the Employment Equality Act 1998 (section 20A) Gender Pay Gap Information Regulations.

Proportion of female and males by pay quartile



Proportion of colleagues receiving a bonus



Proportion of colleagues receiving a benefit in kind



Our 2023 Gender Pay Gap Explained

We are encouraged to see modest improvements coming through in our gender pay gap figures following actions to improve representation of women in our store management roles across the whole of B&Q.

Why we have a pay gap?

We have more senior leaders that are male, as demonstrated by our top pay quartile, which is why we have a pay gap. As our senior leader roles attract higher salary and bonuses overall.

Our pay gaps for part time workers are in favour of women, who typically have longer service and are paid a higher rate of pay, particularly within the Customer Advisor pay range.

Why our pay gap has changed since 2022?

We have continued to improve representation of females in higher paid store management roles, which has resulted in hourly pay gaps reducing to 3.0%, shown by the increase in the proportion of women in the top two pay quartiles. We continue to work towards our gender balance targets and improving gender representation throughout B&Q and in our senior leadership teams.

Our mean bonus pay gap reduced this year to 47.7%, partly through an increase representation of women management roles and also a higher proportion of women than men participating in one of the Kingfisher Share Schemes that vested in the year. The opportunity for colleagues to engage in Share Schemes in Ireland is currently limited, therefore, there is a risk that this may tick back up in future years.

B&Q's median bonus gap is 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

8 store locations

98%

of colleagues work within stores

49% are female

Numbers are based on relevant employees as per the 2023 Gender Pay Gap calculation

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

Achieving greater diversity throughout B&Q, including gender diversity, rests heavily on being able to attract and retain diverse talent.

2022/23 Progress

1

Raising awareness

We've continued to share weekly D&I related information with our leaders and colleagues – with more than 100 editions shared and great readership – playing into our curiosity value. Our Black History Month campaign was really well received by colleagues setting us up to focus on more cultural events to increase awareness.

2

Building cultural intelligence:

Our Top500 leaders have attended their second instalment of Inclusive Leadership education facilitated by Green Park. That's 1200 learning hours on just these workshops and focusing on 'Becoming an active ally'.

3

Increasing reverse mentoring opportunities

Following a successful trial in 2021, the next phase of our Reverse mentoring programme launched supported by Ethnic Minority colleagues sharing their lived experience with senior leaders. With more than 40 partnerships created overall, it's proving to be an incredibly valuable programme.

4

Amplifying colleague voice

Our five colleague networks have established themselves across B&Q with strong representation. So far they've been instrumental in supporting with policy improvements as well as highlighting hot topics and helping to apply a D&I lens to all that we do.

5

Gaining insight through 'Power of You':

Since launching our colleague activation campaign in October 2022, 31% of colleagues have chosen to share their personal demographic data. As we seek more completions, we're committed to making sure colleagues are clear on what we're doing and why we're doing it - so they can make an informed decision on whether to take part.

2023/24 Priorities

Cultural check ins to take place every six months:

Regular time with our Top 500 leaders, understanding challenges, sentiment and where we're making progress or need to focus

Ongoing inclusive education throughout the year:

Annual inclusive leadership training for Top500 leaders and year-round campaigns focusing on key inclusion events

Launching programmes and initiatives:

Rolling out allyship training to all colleagues and targeting development opportunities for under-represented groups

Embed our colleague networks and strengthen the inclusion

council: to create more change from within, amplify colleague voice and advance the overall D&I agenda

Tracking and validating our progress:

Launching our first workforce insight report along with reassessing where we're at through a follow up cultural review