



BROWN THOMAS | ARNOTTS

Gender Pay Gap Report

2024

A NOTE FROM OUR CEO



Donald McDonald
Chief Executive
Officer

I am pleased to present the 2024 Gender Pay Gap Report for Brown Thomas Arnotts. This year's report brings encouraging news: we have successfully reduced the gender pay gap from 2023.

As we strive to reinvent retail, our vision is not only about transforming the shopping experience but also about fostering a workplace where everyone has the opportunity to thrive. Our purpose of enriching our customers' lives starts with enriching the lives of our employees. By ensuring fairness and equity, we lay the foundation for a more innovative and dynamic company.

At Brown Thomas Arnotts, our core values—doing the right thing, driving creativity and innovation, and going above and beyond—are the foundation of everything we do. These principles guide us in fostering an inclusive and equitable workplace. We are immensely proud to be a majority-female business, with women making up more than 70% of our team members, 60% of our Executive team, and 60% of our extended leadership team. This representation is not just a statistic; it is a testament to our commitment to gender equality and the empowerment of women at all levels within our organisation.

Diversity and inclusion are not mere buzzwords for us; they are integral to our company culture and operations. We are honored to have our efforts recognised by external bodies, most recently the Irish Centre for Diversity, who awarded us the Investors in Diversity Gold certification this year. Even more important is the validation from within our own team, with 85% of our employees affirming in our most recent opinion survey that Brown Thomas Arnotts recognises and respects diversity and differences among people.

While we celebrate these achievements, we acknowledge that there is still more work to be done. Our journey towards closing the gender pay gap continues, driven by our commitment to fairness, innovation, and excellence. We will persist in our efforts to create an environment where every employee feels valued, respected, and empowered to reach their full potential.

Thank you,

A handwritten signature in dark ink that reads "Donald McDonald". The signature is written in a cursive, slightly slanted style.

WHO WE ARE

Brown Thomas Arnotts is the business behind two of the most iconic brands in Irish retail. As one business, we have a shared vision and purpose. Our two iconic brands have much in common, such as our heritage, our creativity and our intuitive service.

We have been part of the fabric of Irish society for almost two centuries, constantly evolving and striving to be the best, to inspire and to captivate our customers. We continue this mission today by not only being a leader of change that benefits people and business, but also the planet.

As an Irish brand, we have always put people at the heart of our business and our aim is to cultivate retail environments that are conscious, considerate and community-focused. Through our destinations – seven physical stores across Ireland and two digital destinations – we create enjoyable places, where people socialise, discover, learn and are inspired, and where local communities are enriched.

OUR VISION

Reinventing Retail

OUR PURPOSE

Enriching Our Customers' Lives

OUR VALUES

Driving Creativity & Innovation

Going Above and Beyond

Doing the Right Thing



REINVENTING RETAIL, REDUCING THE GAP

Our efforts to reduce our gender pay gap are primarily aligned under three pillars: recruitment and attraction; talent management; and talent development. We continue to challenge ourselves to be better and improve our progression pathways and opportunities for our talent, and we have already begun to see the impact of many of the programmes introduced over the past two years in supporting a reduction in our Gender Pay Gap.

WHAT IS THE GENDER PAY GAP?

The gender pay gap is the difference, on average, across a population between men's and women's pay.

The gender pay gap is not only about equal pay for equal work or work of equal value, which is required under the Employment Equality Acts, but it is also about gender representation.

Many factors can contribute to the existence of gender pay gaps. These include differences between men and women in educational attainment and qualifications, occupations, career progression, prevalence of full-time and part-time working, and responsibility for caring roles.*

** Source: Gov.ie*

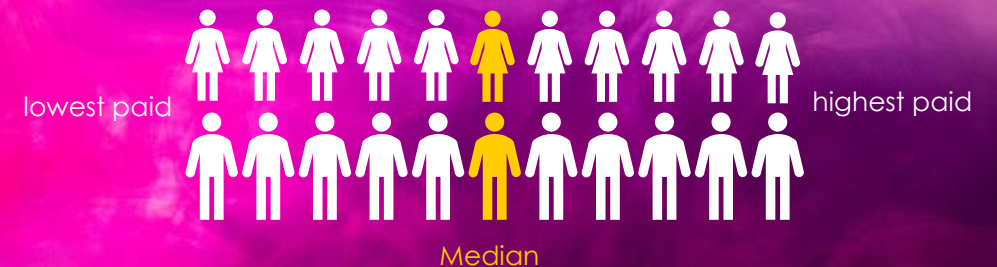
There are two different ways the gender pay gap is reported:

THE MEAN DIFFERENCE

The mean gender pay gap is the difference in the average hourly rate of pay between men and women.

THE MEDIAN DIFFERENCE

If all our team members were lined up in a female and male row, from lowest to highest paid, the median gender pay gap compares the pay of the female or male in the middle of their row.





Our Results

GENDER PAY GAP

Both our Mean and Median Gender Pay Gaps have narrowed since 2023. The Mean Gap has reduced 2.54% to 10.3%, and the Median Gap has reduced 0.9% to 0.5%.

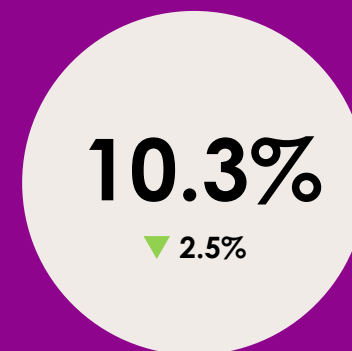
Though we noted an increase in the Gap last year, we have corrected this and then some, with our Mean Gender Pay Gap reducing from 10.5% in 2022. Our Median Gap, **effectively zero now**, is down on 2023 and effectively flat to 2022 (0.3%). While there is more to do, we are pleased to once again be heading in the right direction and seeing the various programmes and initiatives established to support inclusion in our business reflected in an improvement in this year's figures.

While the percentage of male employees receiving bonus pay has reduced slightly since last year, the number of females receiving bonus pay has remained the same. We have also been able to substantially reduce our Mean Gender Bonus Gap, with the Mean bonus gap reducing to 36.7% from 51.9%; while the Median Bonus Gap is effectively unchanged at 18.8%.

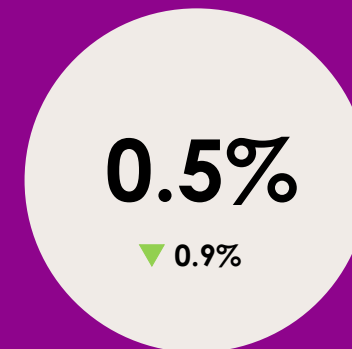
Snapshot Date

24 June 2024

Mean (average)



Median (middle)



	All	Part Time	Temp
Mean	10.3%	-8.6%	4.3%
Median	0.5%	-12.8%	9.3%

% of Employees Who Received

	Bonus Pay	Benefit In Kind (BIK)
MALE	71.8%	6.8%
FEMALE	80.2%	4%

Gender Bonus Gap

Mean (average)

36.7%

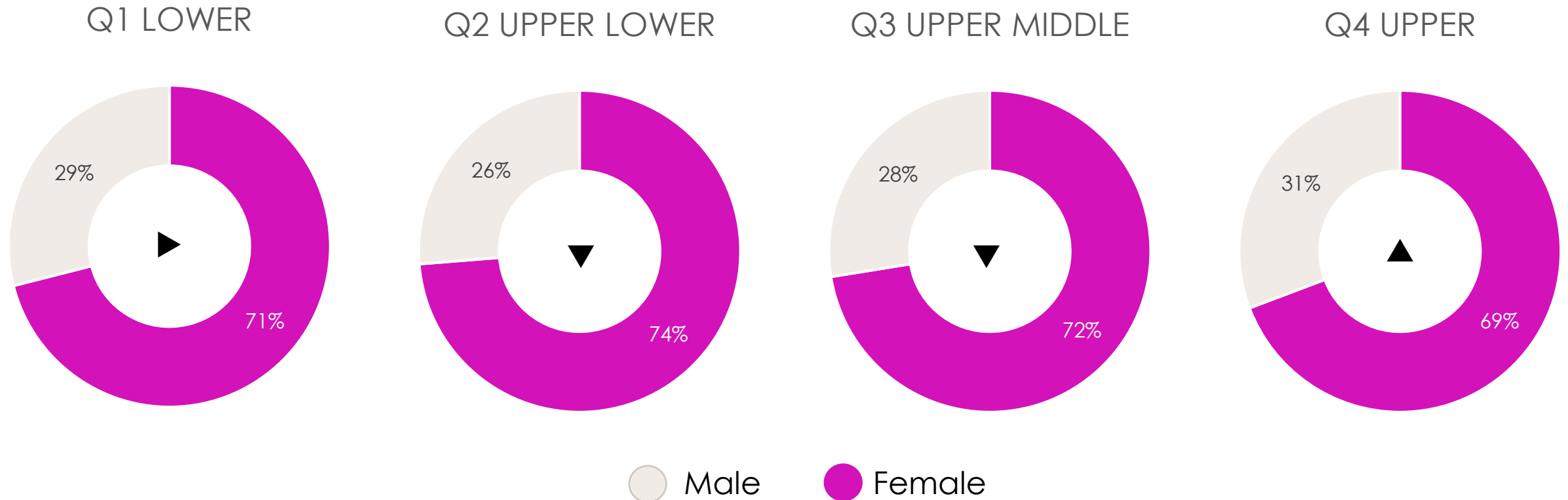
Median (middle)

18.8%

GENDER PAY GAP BY QUARTILE

Pay quartiles represent four different salary bands within the organisation, going from lowest to highest. All team members are divided equally into one of the four quartiles. The percentages shown highlight the balance of men and women in each quartile.

There continues to be a **relatively balanced representation of female talent across our four quartiles**, with roughly the same gender distribution across all four quartiles. We saw an increase in female representation in our Q4 Upper quadrant this year, indicative of an incremental increase of females in higher paying, more senior roles in the organisation.



AN UPDATE ON OUR COMMITMENTS

Our Commitments	Update
Introduce structured role levels tied to Career and Capability Frameworks and reward to ensure that progression pathways are transparent and achievable.	In 2023, we introduced the BTA Career Structure, a holistic framework designed to show clear progression and development paths. The Structure is supported by Career and Capability Frameworks, which are comprehensive learning and development programmes designed to facilitate self-directed learning grounded in our competencies.
Provide unconscious bias training to all hiring managers.	We provide required unconscious bias training to all our team members as part of our induction process and we are developing a comprehensive EDI Hub in our online eLearning portal, SkillsBASE.
Continue to review our recruitment assets and employer branding channels to ensure that our language and positioning reflect the inclusive nature of our business and attracts a diverse candidate pool.	We continuously review our recruitment assets to ensure they reflect the inclusive nature of our business. We have received a number of awards and certifications in 2024 related to our approach to EDI, including receiving Investors in Diversity Gold certification from the Irish Centre for Diversity; winning the LGBTQ+ Inclusion Award at the 2024 National Diversity and Inclusion Awards; and winning the Excellence in Workplace Diversity and Inclusion Awards at the 2024 Workplace Excellence Awards.
Continue to strengthen and support female representation in leadership positions through regular reviews of succession plans and targeted development opportunities, such as our Future Leaders Programme.	We regularly review our talent and succession plans to ensure that we are facilitating career progression and have seen an incremental increase in female representation in our Q4 Upper quadrant, indicating an upward progression of female talent.
Actively promote programmes and initiatives aimed at improving support and flexibility for men and women, such as our recently introduced Fertility Assistance and Menopause policies.	As part of the Gender Matters pillar of our EDI strategy, we continue to promote inclusive policies and practices to support a culture of belonging for our team members.
Require gender-diverse candidate panels from our recruitment partners and agencies.	Where applicable, we require gender diverse candidate panels.
Continue to drive greater visibility of female role models in the business to showcase progression and development opportunities.	We continue to promote visibility of female leadership in the business, with 60% of our Executive Team and extended Leadership Team being female.
Conduct a gender pay equity audit to identify and assess any potential pay discrepancies between genders in the same role.	A Gender Pay Equity Audit will be completed In 2024.



Investors in
Diversity

GOLD



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