

Intersport Elverys

# Gender Pay Gap Report 2023

# Introduction

The Gender Pay Gap Report 2023 provides us with another valuable opportunity to take a step back from the business and consider how we are progressing on the important topic of gender equality.

Our goal for 2023 was to continue to show that Intersport Elverys is a truly inclusive employer and we aimed to do this by implementing best practice in diversity and inclusion.

We are pleased to say that coinciding with this report, we have received our Investors in Diversity Bronze Award from the Irish Centre for Diversity. This bronze award reflects a strong foundation in Diversity and Inclusion and our 2023 Gender Pay Gap results are testament to this.

# Understanding the metrics

## The Mean Pay Gap

The mean gender pay gap is the difference between women's mean hourly wage and men's mean hourly wage. The mean hourly wage is the average hourly wage across the entire organisation.

## The Median Pay Gap

The median gender pay gap is the difference between women's median hourly wage (the middle paid woman) and men's median hourly wage (the middle paid man). The median hourly wage is calculated by ranking all employees from the highest paid to the lowest paid, and taking the hourly wage of the person in the middle.

## The Quartiles

Pay quartiles are calculated by splitting all employees in an organisation into four even groups according to their level of pay. Looking at the proportion of men and women in each quartile gives an indication of the gender representation at different levels of the organisation.

# Plus or Minus – what these Mean for the Mean and Median!

A plus percentage figure reveals that typically, or overall, employees who are women have lower pay or bonuses than employees who are men

A minus percentage figure reveals that typically, or overall, employees who are men have lower pay or bonuses than employees who are women

A zero percentage figure would reveal no gap between the pay or bonuses of employees who are men, and employees who are women, or that there is equal pay and bonuses overall.



# Our Results

**Our data is derived from the 16<sup>th</sup> of June 2023 when we had a headcount of 749 employees with a gender breakdown of 54% male, 46% female.**

**Our management breakdown is 50% male, 50% percent female.**

**Our mean gender pay gap is 0.33%. This figure is an improvement on 2022's figure of 1.26% and reflects the number of females across every level of the business.**

**Our median gender pay gap across the company is - 2.28%. This means that women earn €1.228 for every €1 that men earn when comparing median hourly pay.**

**Our Bonus gap again reflects a small number of colleagues receiving a wedding/partnership gift which was introduced in 2022.**

**Our Lower Quartile figure shows a small improvement on 2022 but this figure remains reflective of our Warehouse Operative breakdown.**

# The Data

Breakdown	2022	2023
Gender Pay Gap Mean:	1.26%	0.33%
Gender Pay Gap Median:	-0.66%	-2.28%
Gender Pay Gap Part Time Mean:	-3.29%	-3.81%
Gender Pay Gap Part Time Median:	-1.86%	-2.06%
Bonus Pay Gap Mean:	66.67%	1.94%
Bonus Pay Gap Median:	66.67%	0.00%
Bonus Pay Proportion Male:	0.27%	1.79%
Bonus Pay Proportion Female:	0.29%	1.56%
BIK Pay Proportion Male:	3.01%	2.81%
BIK Pay Proportion Female:	0.57%	0.78%
Upper Quartile Male:	51.69%	50.52%
Upper Quartile Female:	48.31%	49.48%
Upper-Middle Quartile Male:	45.81%	41.75%
Upper-Middle Quartile Female:	54.19%	58.25%
Lower-Middle Quartile Male:	47.75%	53.09%
Lower-Middle Quartile Female:	52.25%	46.91%
Lower Quartile Male:	59.22%	56.70%
Lower Quartile Female:	40.78%	43.30%

# The Future

While these results are once again very encouraging, we will continue to promote an environment that provides equal opportunities to all colleagues and provide fair pay and a competitive benefits package. Our commitment goes much further than solely ensuring everyone is paid fairly, regardless of Gender.

As Part of our Investors in Diversity Bronze Award 2023 we rolled out an inclusive Leadership Programme for our Leadership team. This was followed by Diversity & Inclusion – The Importance of Conscious Inclusion training for managers and and this training is expanding to all within the business in early 2024.

We welcome the Government’s commitment to developing employee friendly legislation in the Work Life Balance and Miscellaneous Provisions Act 2023 and we await communication on same.

We hope that our 2024 Gender Pay Report will continue to show that Intersport Elverys is a truly inclusive employer. Our intention is to have achieved the Silver Investor in Diversity award . We aim to achieve this through identifying areas of concern through a D&I Training needs analysis, consideration of further inclusive policies, and by listening to what our employees have to say and gaining an understanding of their lived experience of our company culture.