



**Gender Pay Gap**

**Report- ROI**

**2024**



# Superdrug Gender Pay Gap Report - ROI 2024



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This report is based on the 12 months up to 29 June 2024. This is the first Republic of Ireland (“ROI”) Gender Pay Gap report produced by AS Watson (Health & Beauty Ireland) Limited, which operates health and beauty stores in ROI under the Superdrug brand (“Superdrug Ireland”). Superdrug Ireland opened its doors in 2006.

In the UK, Superdrug trades as the registered company Superdrug Stores plc and is one of the UK’s leading health and beauty retailers. Superdrug Stores plc and Superdrug Ireland (together “Superdrug”) are members of the AS Watson Group, which is the world’s largest international health and beauty retailer. Superdrug has 764 stores in the UK and 10 in ROI. Superdrug’s Head Office and distribution centres are based in the UK.

Women make up a large % of our workforce at 78% for the UK and ROI and 91% for ROI. We focus on development of women at all levels of the business from our entry level roles to our most senior. Outside of Induction and mandatory training, a quarter of female team members in Superdrug Ireland have undertaken further training and development in the past 12 months and in 2023 100% of promotions were women.

In late 2022 we commenced our employee inclusion data collation project. We know that increasingly people are choosing not to be put into female and male categories and internally, team members can identify as non-binary and other options when it comes to gender identity. Due to small numbers for the 2024 data range, as per guidance, anyone identifying as non-binary has been omitted from the calculations. We continue to monitor these numbers and will review before any future reports are published.

There are 152 team members based in ROI, 150 in stores and 2 in head office roles. 91% of team members are female.

This report sets out gender pay data for Superdrug Ireland as well as information about the work we’re doing to build an inclusive culture.

I confirm that the information and data provided in this report is accurate and in line with mandatory reporting requirements.

# Our Commitment to Gender Equality



With a headcount that is largely female, it is crucial that our inclusion and wellbeing strategy addresses all aspects of the world of work for women. We invest in women at all levels of the business and believe that every team member can come to work as their authentic self.

## In recent years, we have carried out the following activities to support gender equality at Superdrug.

- Inclusive hiring and leadership training with talent teams and managers.
- Introduced balanced shortlists when recruiting senior roles.
- Launched a Menopause Policy with supporting toolkit and action plan. Each year, we share conversations about our experiences and raise awareness of the policy, toolkit and learning resources. You can listen to our 2023 Menopause special of our [People Edit podcast here](#).
- Introduced a Pregnancy Loss Policy and supporting guidance, giving paid leave to those who experience miscarriage or pregnancy loss.
- Following team member feedback, we also introduced enhanced shared parental pay for our retail managers and paternity pay for all managers at the start of 2024.
- Working with domestic abuse charity, Hestia, created a Domestic Abuse Policy and toolkit to support any team member experiencing DA.
- Supporting with the cost of living by increasing pay rates, additional discount events, and promoting Wagestream - allowing team members to access financial education, earned wages when they need it most, and develop simple savings habits.
- Access to free period and incontinence products in our workplace toilets for anyone who may need them.
- Partnered with Stonewall as a Workplace Diversity Champion to ensure that we are inclusive to all gender identities.
- Finally, in 2024 we commenced a piece of work starting conversations, raising awareness and running training on sexual harassment both inside and outside of work to ensure our workplace culture continues to be one where every team member feels safe.



## How We Calculated Our 2024 Figures



Gender pay gap figures show the difference in the average pay and bonus payments of men and women across an organisation, regardless of the nature of their work. Pay gap data can be impacted by having an unequal number of women and men across different roles in an organisation.

It is important to note that this is not the same as equal pay for women and men. Equal pay comparisons involve a direct comparison between women and men doing the same, similar, or equivalent work. Our pay structures and processes mean we are confident that women and men who work for us are paid equally when doing equal jobs.

ROI Gender Pay Gap reporting requirements requires the data to be taken on a snapshot date. For this report we have used the date of 29 June 2024.

The definitions and calculations are described below.

**Ordinary Pay;** which is not limited to basic pay as it can include allowances, premium payments and holiday pay, overtime, sick pay, any payments relating to maternity/paternity/adoption leave etc. It does not include pay relating to redundancy/termination of employment of contracts, expenses, or the value of benefits which are not in a monetary form.

Calculations used for ordinary pay are based on the 12-month period up to the snapshot date of 29 June 2024.

**Bonus Pay;** any additional prize pay which is in the form of money or vouchers (includes or sales incentive prizes).

Calculations for bonus are based on payments for the 12 months up to 29 June 2024.

The main reason for our gender pay gap is that there are more women working in part time, lower paid roles such as Sales Advisors in store and the small number of men are in higher paid roles such as Store Manager. For the two operational roles, the male team member is in a more senior role and therefore a higher salary, which created a larger gap.

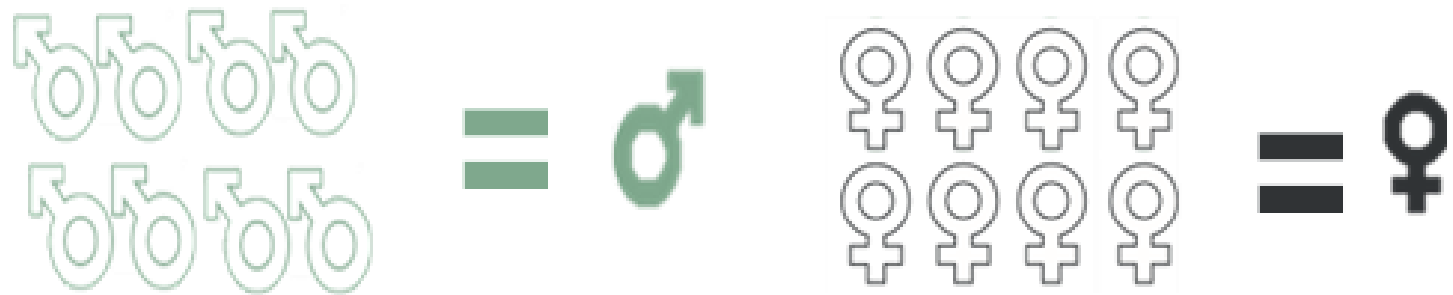
At Superdrug Ireland, we are pleased that 78% of males and 72% of females received a bonus in the 12-month period to the snapshot date, that is 14 males and 104 females. Our bonus gaps arise from the fact that we have more full-time male store managers compared to female and one male Area Manager; Area and Store Managers will have access to higher bonus opportunities.

# How We Calculated Our 2024 Figures



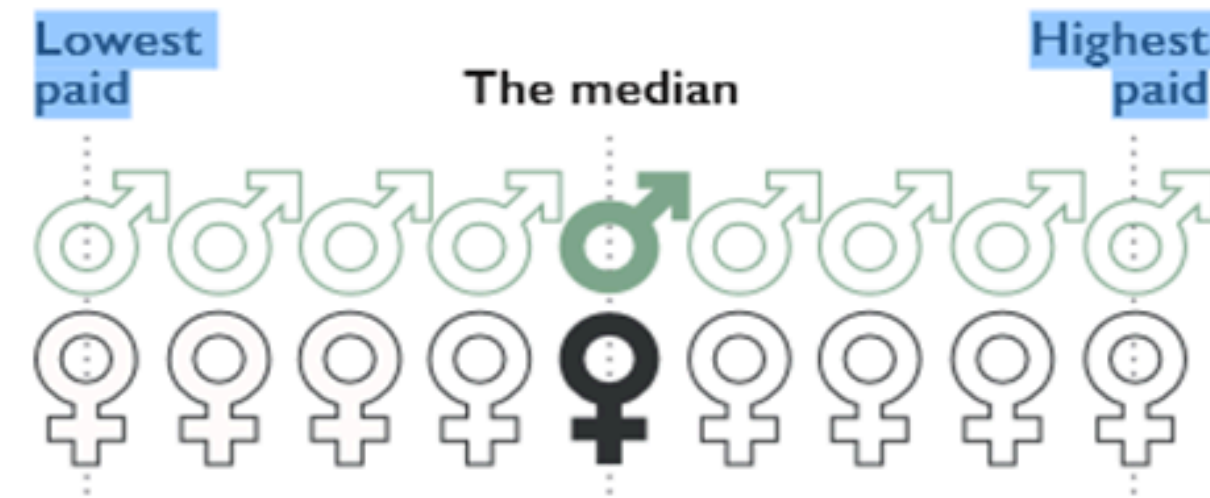
## Mean: The average of a set of data

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



## Median: The middle of the data set

The median is calculated from laying out the lowest to highest rates of pay for male and female team members. The median pay gap is the difference between the female in the middle vs the male in the middle



## Quartile: Four equal data sets

Quartiles are calculated by listing the rates of pay for each team member across the business from lowest to highest, and then splitting these into 4 equal sized groups.

The % of males and females is then calculated within each quartile.



# Our 2024 Numbers



Our report includes the following information:

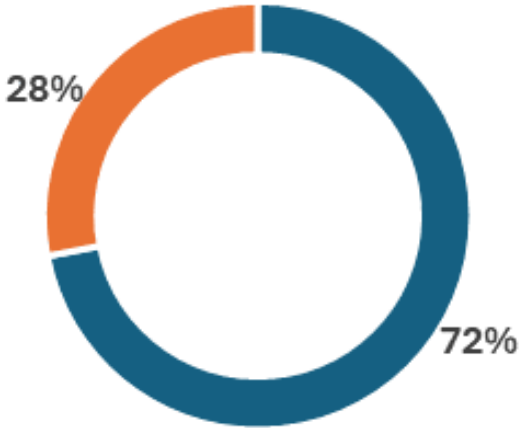
- The mean and median gender pay gap for all team members, based on hourly pay
- The mean and median gender pay gap for part-time team members
- The mean and median gender pay gap for temporary team members
- The % of men and women in each quartile
- The % of men and women receiving a bonus
- The mean and median bonus pay gap for all team members
- The % of men and women receiving benefits in kind

	Mean	Median
<b>Gender Pay Gap for all team members</b>	19.6%	27.7%
<b>Gender Pay Gap for part-time team members</b>	8.2%	2.3%
<b>Gender Pay Gap for temporary team members</b>	-2.6%	0%
<b>Gender Bonus Gap - % of team members receiving a bonus</b>	75.3%	92.0%

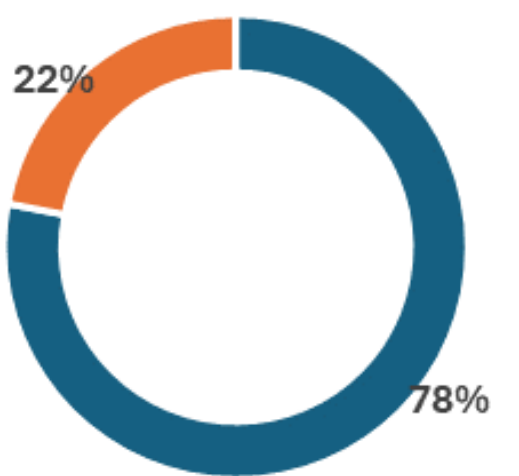
Proportion of men and women in each quartile band is as follows:

	Female	Male
<b>Q1</b>	97%	3%
<b>Q2</b>	92%	8%
<b>Q3</b>	92%	8%
<b>Q4</b>	82%	18%

72% of female team members received a bonus



78% of male team members received a bonus



- % of team members receiving a bonus
- % of team members not receiving a bonus

