Kavanagh Retailing (Irl) ULC

Gender Pay Gap Report 2024

Introduction

Kavanagh Retailing (Irl) ULC's mission is to create thriving retail businesses that are at the heart of their local communities. We do this by giving staff the autonomy and support to serve their community, because they are the ones who understand it best. An inclusive staff culture is key to delivering a great customer experience and the strong female representation at store level and among support colleagues has been central to the company's continued success. We believe that every team member deserves to be treated fairly and with respect, no matter what. We are committed to this value of fairness and will take action to identify and alleviate inequalities where we find them. To this end we welcome the action by our government to introduce Gender Pay Gap reporting and will continue to make meaningful interventions to promote fair outcomes for all.

Kavanagh Retailing (Irl) ULC
2024 gender pay gap report
Summary

Proportion of all staff MALE	47%
Proportion of all staff FEMALE	53%

	Part-time	Temporary	All Employees
Mean difference in hourly rate of pay – mean =	-6.19%	-5.44%	8.33%

	Part-time	Temporary	All Employees
Median difference in hourly rate of pay – median =	0.00%	0.64%	0.00%

	All Employees
Mean difference in bonus pay – mean =	71.81%

	All Employees
Median difference in bonus pay – median =	79.17%

Percentage of employees who received bonus pay: MALE	5.90%
Percentage of employees who received bonus pay: FEMALE	2.49%

Percentage of employees who received benefits in kind: MALE	2.53%
Percentage of employees who received benefits in kind: FEMALE	0.75%

Employees by pay quartile:	Lower	Lower middle	Upper middle	Upper
MALE	50%	64%	35%	50%
FEMALE	50%	36%	65%	50%

Our Gender Pay Gap

Rates of pay at Kavanagh Retailing (Irl) ULC are based on formalised pay and progression structures, to ensure every role is remunerated correctly irrespective of gender. We are very encouraged by the sustained improvement on our mean pay gap to 8.33% (2023: 10.83%).

The gender pay gap evidenced in our summary above can be attributed to the below:

• Most of our store managers are male. This continues in turn to drives the mean bonus pay gap. The company does however continually push to drive female representation across our in-store management teams and trainee management programme.

• As evidenced in prior year reporting the gender pay gap in our head office teams has some variance, reflective of the greater diversity of roles and specialist skills in these departments. We are encouraged by the balanced representation of female talent across the four pay quartiles, with an equal gender distribution in both our Lower and Upper quartiles.

• Traditionally male dominant roles such as butchers continue to attract premium rates of pay to reward the skillsets associated with these crafts.

• We have a positive gender pay gap across our part-time and temporary team members and are encouraged by a flat median hourly differential basis.

Our Commitments to Close the Gap

The company will continue to work to monitor and reduce the gender pay gap through the following initiatives:

• Promotion of a better work/life balance for management positions to encourage further engagement from a wider pool of applicants.

• Our Employee Representative Group (ERG) will be a forum for discussing gender pay related matters.

• Where possible the continued facilitation of flexible working arrangements.

• Continued emphasis on the benefits of diversity in all roles through creating an inclusive workplace, leveraging recruitment advertising campaigns externally and supporting staff from within to grow.

• Unconscious bias training for all managers.

• Continue to drive greater visibility of female role models in the business to demonstrate advancement and growth opportunities.

• Offering mentoring to support the development and progression of our colleagues