

# Gender Pay Gap 2023 Report

**DUNNES**  
STORES



We are sharing our second Gender Pay Gap report for Dunnes Stores in line with the Gender Pay Gap Information Act 2021. At Dunnes Stores, we have been building our brand for nearly 80 years and our people have always been at the forefront of this.

With talented teams across stores and Head Office, our dynamic brand has evolved into an international multi-channel retailer of fashion, food, and homewares. We currently employ over 15,000 people and we offer employees the opportunity to develop new skills and to further themselves in a challenging and enjoyable environment. We have a rich, successful history in Irish retailing.

Our success has only been possible thanks to the talented people who work for us. Each individual plays an essential role in continuing the growth and development of Dunnes Stores.

## What is a Gender Pay Gap?

Organisations with over 250 employees are in their second year of reporting on their Gender Pay Gap across a range of metrics. The main focus of the gender pay gap is to show the difference between the average hourly remuneration of men and women within an organisation.

Gender Pay is not the same as Equal Pay. Gender pay does not compare employees on the basis of their roles, job titles, length of service or experience. Instead it looks at total remuneration and expresses any difference in remuneration between genders as a percentage.

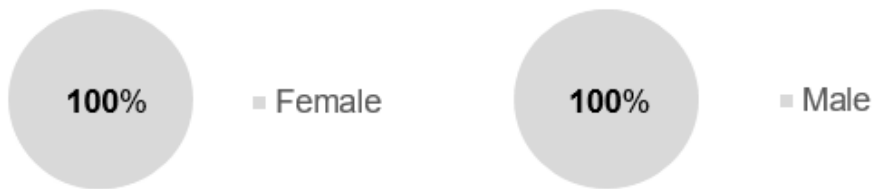
# Mean and Median Results

Median Hourly Remuneration Gap	-1.1%
Mean Hourly Remuneration Gap	10.6%
Median Bonus Remuneration Gap	6.9%
Mean Bonus Remuneration Gap	65.3%

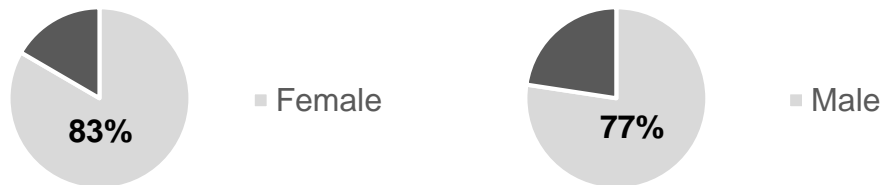
Median Part Time Hourly Remuneration Gap	-3.1%
Mean Part Time Hourly Remuneration Gap	-5.2%
Median Temporary Hourly Remuneration Gap	33.9%
Mean Temporary Hourly Remuneration Gap	35.8%

# Bonus Payments and Benefit in Kind

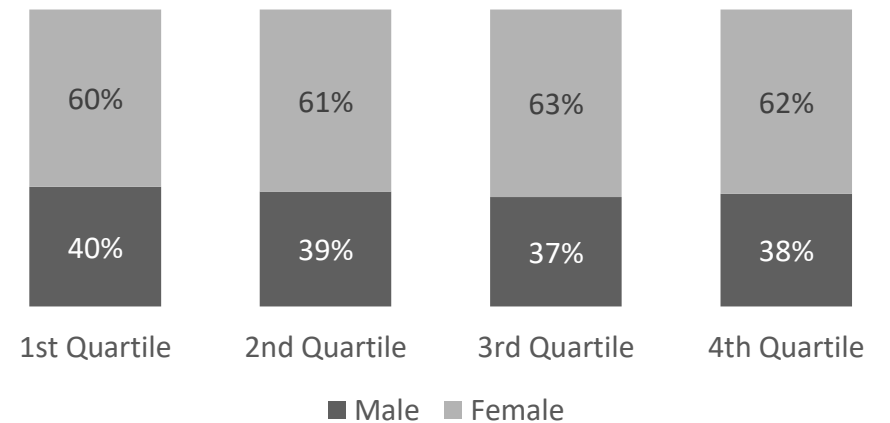
Percentage of Employees Receiving Benefit in Kind



Percentage of Employees Receiving a Bonus



# Pay Quartiles



# Our Results

Although adhering to certain standard rates of pay, particularly at entry level and amongst our staff population, Dunnes Stores sees its employees as individuals with varying experience and potential. As would be expected, remuneration levels are often determined by these attributes. Remuneration can also take into account individual performance. It does not take into account the gender of employees.

The nature of the gaps that are present illustrate Dunnes Stores' gender neutral approach to pay.

Dunnes Stores will continue to monitor its recruitment and promotion policies to ensure that there is no bias towards either gender. Our aim is to provide long-term, satisfying careers where every individual, at every level, has the opportunity to maximize their skills and evolve with the company. Dunnes Stores is an equal opportunities employer.

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