

Boots Retail Ireland Limited

Gender Pay Gap Report as at June 2023



December 2023

A message from Stephen

Since 1996, Boots Ireland has been a part of Irish communities, supporting the wellbeing of our patients, customers, and team members throughout every stage of life. Our commitment to fostering a supportive and inclusive environment is intrinsic to our values.

At Boots Ireland, with over 88% of our workforce being women, it's vital our Gender Pay Gap report reflects progress and outlines what steps we commit to in the future. I am pleased to share that our latest report indicates a reduction in the gender pay gap and positive progress being made across other measures. We take pride in offering flexible and part-time working opportunities, with two-thirds of our employees working part-time. We are pleased to report a positive part-time pay gap.

As an employer, we are dedicated to creating a workplace where every team member feels valued, supported, and has equal opportunities for growth and success. In the past year, Boots Ireland has launched 'Belong at Boots,' an employee-led Business Resource Group dedicated to advancing diversity, equity, inclusion, and belonging. This group has successfully conducted workshops and knowledge-sharing events for team members, and I look forward to supporting their initiatives in the coming year.

I welcome the publication of the 2023 Boots Ireland Gender Pay Gap Report and reiterate my commitment to fostering a workplace that is not only diverse and equitable but also inclusive.



Stephen Watkins
Managing Director, Boots Ireland

Understanding gender pay gap reporting

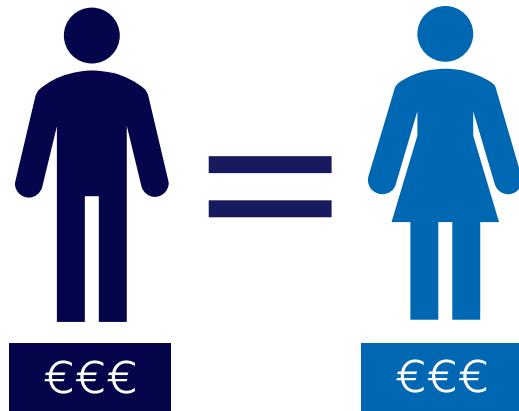
What is the difference between equal pay and a gender pay gap?

A gender pay gap is different from equal pay.

Equal Pay

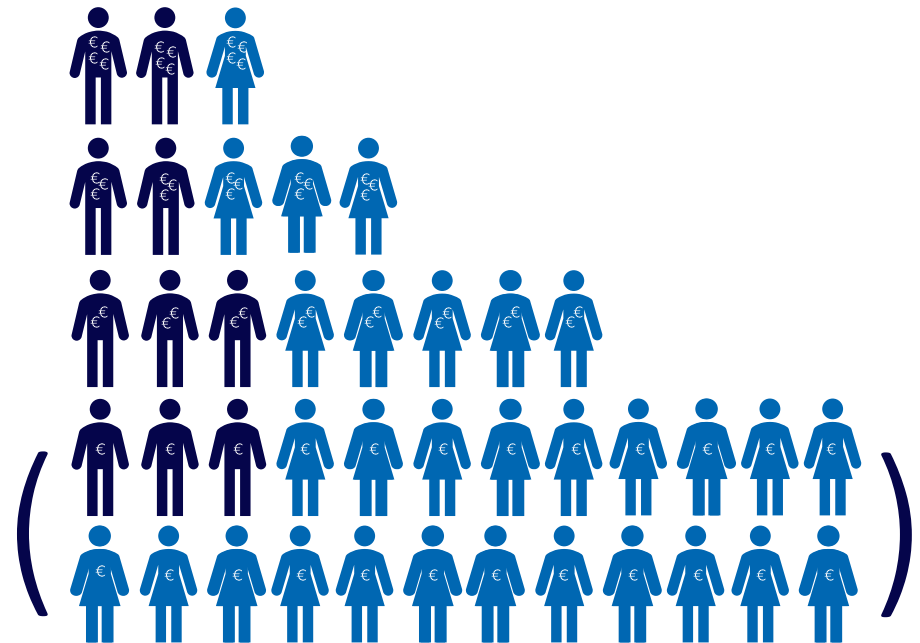
Equal pay is paying males and females equally for like work, work of equal value and work rated as equivalent.

This is protected by Irish legislation.



Gender Pay Gap

A gender pay gap looks at the differences in pay between genders across groups of team members irrespective of the work they perform.



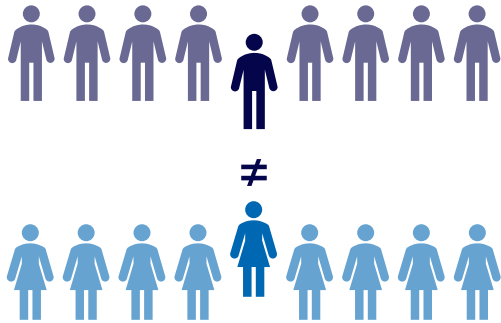
One of the main reasons for the gender pay gap in our society is that men are statistically more likely to be in senior roles and gender differences in occupations and industries may be caused by different educational and career choices.

Understanding gender pay gap reporting

The median is the middle point of a range of numbers and the mean is the average of a range of numbers. How do we calculate this for gender pay gap reporting?

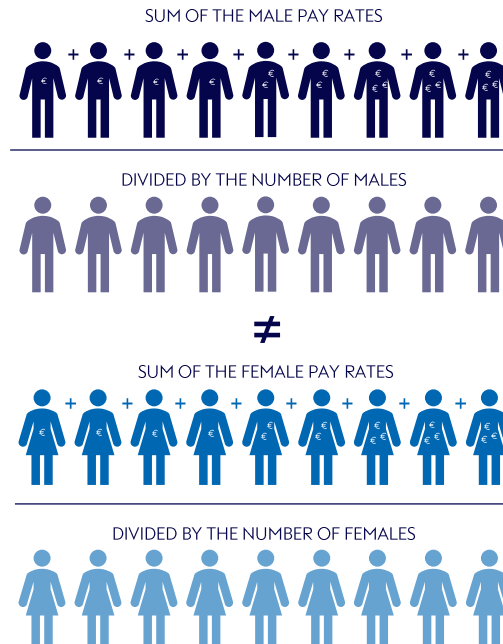
MEDIAN PAY GAP

If all our male team members stood in a line in order of lowest hourly rate earned to highest and all females did the same, the median pay gap (as a percentage) is the difference in pay between the middle team member on the male line and the middle team member on the female line.



MEAN PAY GAP

If we add together all the hourly rates of male team members and calculate the average and do the same for female team members, the mean pay gap (as a percentage) is the difference in pay between the average male and female hourly rate.



BONUS PAY GAP

The mean and median bonus gaps are calculated in the same way as the gender pay gaps. However, this time we use the actual bonus paid to team members. We also report the number of male and female team members receiving a bonus (as a percentage of the total male and female population).

PAY QUARTERS

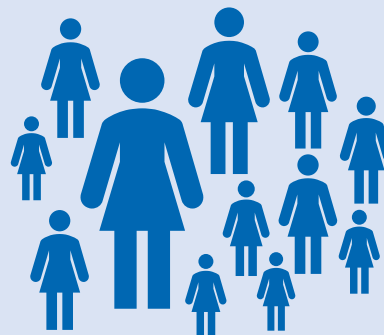
Pay quarters are calculated by dividing all hourly rates paid across the business, from lowest to highest, into four equal sized groups of team members and calculating the percentage of males and females in each.

Our 2023 results as of June 2023

11.9%



Percentages of all our male and female team members.

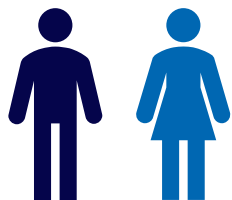


88.1%

Pay Quartiles

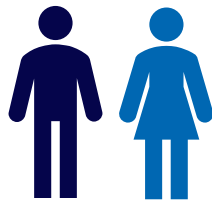
The hourly rate and percentages of all male and female colleagues within each quartile pay band is:

1ST QUARTILE



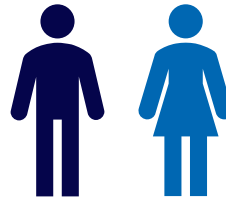
13.25% 86.75%

2ND QUARTILE



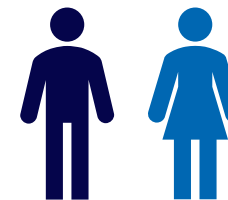
8.29% 91.71%

3RD QUARTILE



9.89% 90.11%

4TH QUARTILE



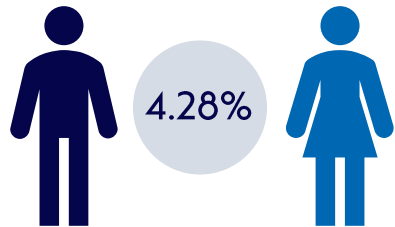
16.05% 83.95%



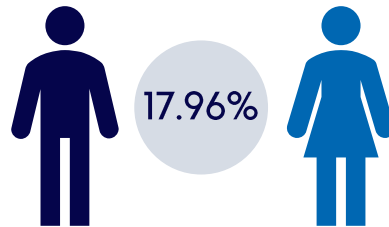
Our 2023 results as of June 2023

Gender Pay Gap

Median Pay Gap



Mean Pay Gap



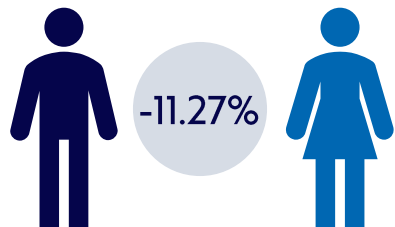
Our analysis shows that our gender pay gap is predominantly driven by the shape of our workforce, our overall workforce is 88.1% female.

In a company like Boots Ireland with a large majority population of one gender, this will impact the gender pay gap especially with more women in store roles and working flexible part-time hours.

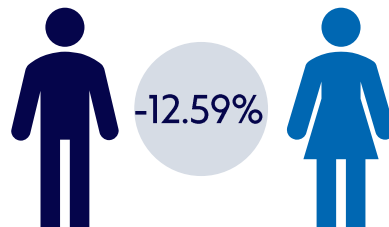
We're proud to have equity of male and female leaders on our Ireland senior leadership and field leadership teams. In addition 77.3% of our store managers are women and 78% of our pharmacists.

Part Time Employee Gender Pay Gap

Median Pay Gap



Mean Pay Gap



Part time employees are classified as any team member working below 37.5 hours per week.

Boots offers a variety of flexible contracts to suit team members lives outside work with 66% of our workforce choosing to work part time. Of our part time team members over 92% are female.

Our part time employee pay gap shows women earning more than men.

Our 2023 results as of June 2023

Temporary Employee Gender Pay Gap

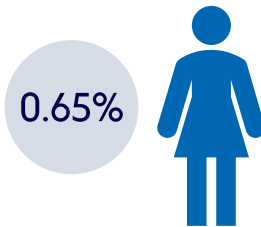
Median Pay Gap



Mean Pay Gap

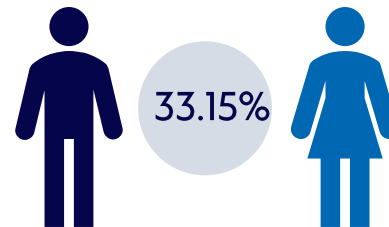


Percentage of male and female employees in receipt of Benefit In Kind

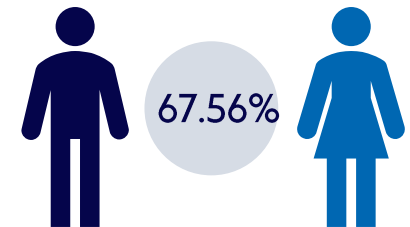


Bonus Gender Pay Gap

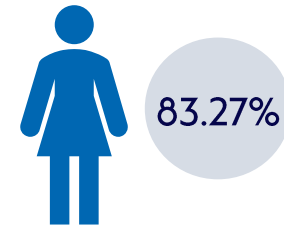
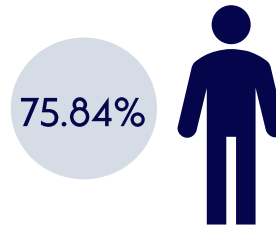
Median Pay Gap



Mean Pay Gap



% of Bonus Paid by Gender



All bonuses paid in the year to 30th June 2023 are used for calculation of the bonus gap, and our bonus schemes are gender neutral by design.

The calculation is based on actual bonus paid rather than full-time equivalent. We have a high proportion of female team members who work part-time and received a pro-rated bonus.

A higher percentage of female employees were in receipt of a bonus payment compared to male team members

What are we doing to address our gender pay gap?

We are committed to encouraging and supporting female colleagues across the organisation and inspiring everyone to reach their full potential.

What we've done so far

- An online tool (Datapeople) has been integrated with our internal job posting system so all roles advertised are assessed to reveal any unconscious bias or any gender biased words, phrases or terminology in job descriptions and to suggest alternatives. The ambition is to remove any gender related barriers to applying for a role with Boots.
- New interview packs have been created and updated with our People Purpose, which is our vision why people should choose Boots as a place to work, focusing on diversity, equity and inclusion .
- We've created new materials created for in-store recruitment which showcases our diverse team member population.
- We measure our diversity, equity and inclusion metrics throughout the candidate journey through a quarterly report and use this information to highlight areas for improvement.
- Team members have a new option to add their preferred pronouns to their name badges.
- Belong at Boots business resource group was established in April 2023. Through collaboration, education and advocacy it seeks to celebrate diversity, promote equity, and ensure inclusion for all while driving positive change within Boots Ireland and the communities we serve.

What we will be doing

- We will be introducing data analytics tool 'Horsefly' to understand gender breakdown across specific roles and sectors to build a resourcing strategy that is attractive to all candidates and genders.
- We will be using reporting tools to further drill deeper into our diversity, equity, and inclusion metrics to further understand any gender related barriers to candidates through the entire application journey.
- We will continue to develop our Belong at Boots with our ambition to provide a supportive network for team members who identify with the BRG's mission, offering resources, mentoring and opportunities for networking and career development.
- We will focus on gender education providing educational resources, workshops and events to raise awareness about diversity, equity, and inclusion topics. We aim to foster a culture of continuous learning and celebrating different perspectives and experiences.
- We will engage with local communities and external partners to support initiatives that promote diversity, equity, and inclusion beyond the workplace.

What are we doing to address our gender pay gap?

We are committed to encouraging and supporting female colleagues across the organisation and inspiring everyone to reach their full potential.

What we've done so far

- A wide range of menopause awareness training and guidance for managers is available to highlight the symptoms, how this can affect women at work and how to provide support.
- We are continuing our successful participation with the Retail Apprenticeship programme for leadership roles. Combined with our internal leadership development programme and our support office senior development programme, over 80% of participants are female.
- We continue to offer a variety of part-time contracts and family leave options to support team members with caring or childcare responsibilities.

What we will be doing

- We are refocussing on Talent Profiles to identify and capture key information and strengths to use in career and growth conversations. Line Manager discussions will offer opportunities to support development, explore levels of aspiration, and readiness for potential future roles. This will support team members career ambitions and succession planning.
- We are launching a new leadership development programme, LEAD in February 2024. The programme is a 12-18 month targeted development programme to support leaders with high potential for development and career progression. The programme objectives are Lead, Engage, Accelerate and Develop. 75% of the participants on the programme are female.

Boots



Member of Walgreens Boots Alliance