

Boots Retail Ireland Limited

Gender Pay Gap Report as at June 2024





Stephen Watkins
Managing Director, Boots Ireland

A message from Stephen

At Boots Ireland, supporting our communities and fostering wellbeing have been at the heart of what we do since 1996. This commitment extends not just to our customers and patients but also to our team members, ensuring they feel valued and empowered.

This year’s Gender Pay Gap Report highlights the progress we’re making. A continued reduction in our median pay gap and a significant rise in female applications reflect the steps we’ve taken to create an inclusive and equitable workplace.

We know there is more to do, but through initiatives like Belong at Boots, progressive working policies, and leadership development programmes, we are creating meaningful change. I’m proud of what we’ve achieved so far and look forward to continuing this work to make Boots Ireland a place where everyone can thrive.



Martha Ryan
Human Resources Director and
ESG Lead, Boots Ireland

A message from Martha

The 2024 Gender Pay Gap Report at Boots Ireland shows our progress, including a reduction in our median pay gap and a rise in female applications - clear signs that our efforts are driving change. However, we know the journey to create a diverse, inclusive and equitable workplace is never complete.

We remain committed to this journey, driven by the belief that diversity is our strength and inclusion is our responsibility. By continuing to invest in education, awareness, and development, we will ensure that every colleague feels empowered to grow and succeed at Boots Ireland. This is not just about closing gaps - it’s about creating a legacy of equity for all.

Understanding gender pay gap reporting

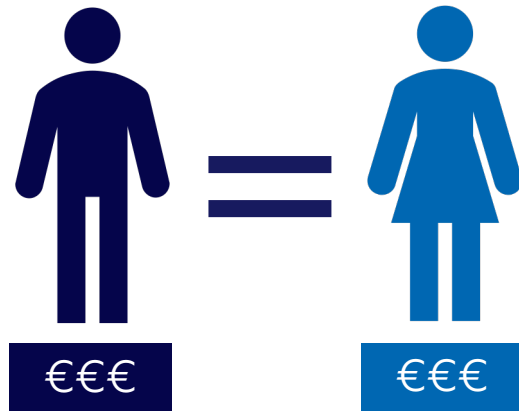
What is the difference between equal pay and a gender pay gap?

A gender pay gap is different from equal pay.

Equal Pay

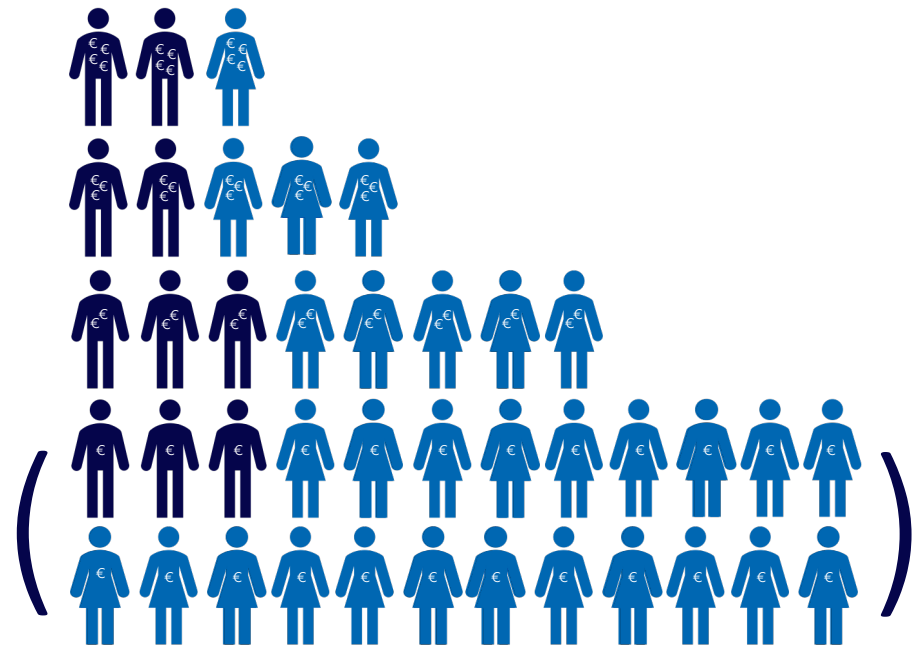
Equal pay is paying males and females equally for like work, work of equal value and work rated as equivalent.

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.



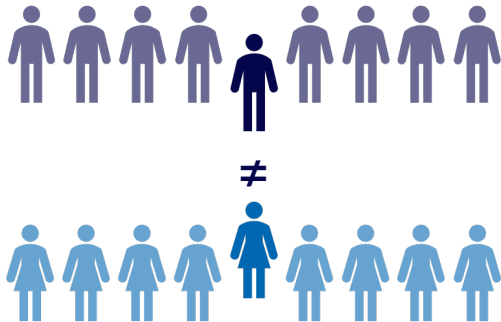
One of the main reasons for the gender pay gap in our society is that men are statistically more likely to be in senior roles and gender differences in occupations and industries may be caused by different educational and career choices.

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?

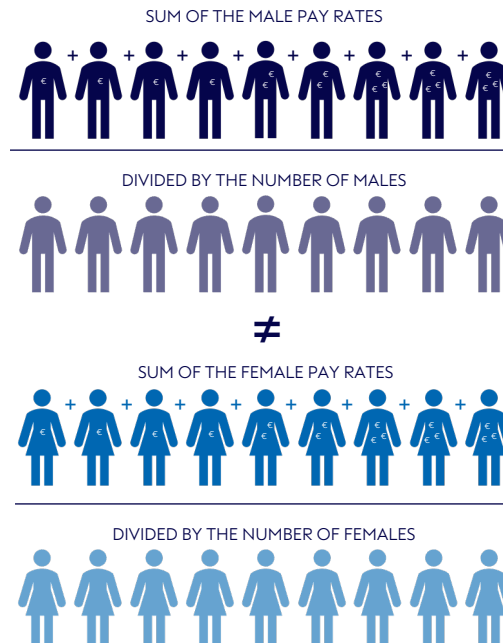
MEDIAN PAY GAP

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).

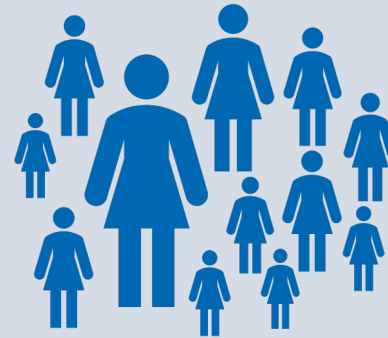
PAY QUARTERS

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 2024 results as at June 2024



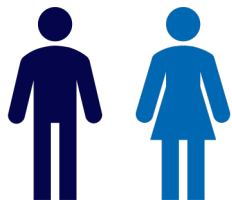
Percentages of all our male and female team members.



Pay Quartiles

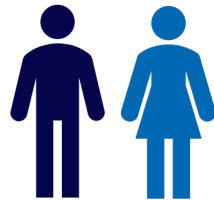
The hourly rate and percentages of all male and female colleagues within each quartile pay band is:

1ST QUARTILE



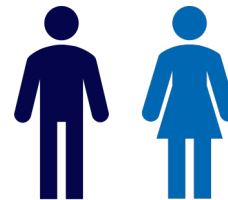
13.33% 86.67%

2ND QUARTILE



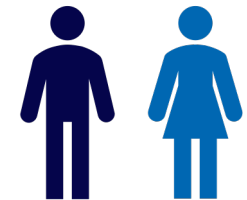
8.38% 91.62%

3RD QUARTILE



8.03% 91.97%

4TH QUARTILE



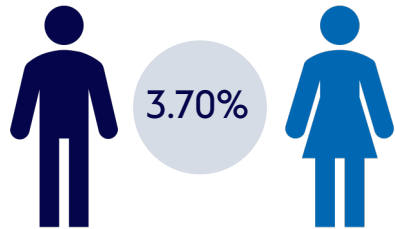
17.41% 82.59%



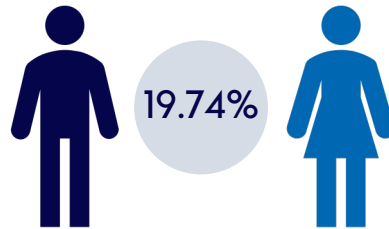
Our 2024 results as at June 2024

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 88.2% 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.

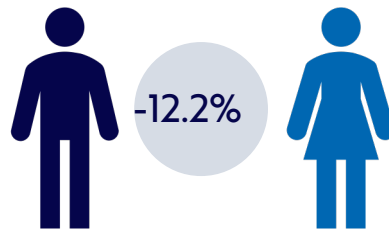
We're proud to have equity of male and female leaders on our Ireland senior leadership and field leadership teams. In addition, 74.7% of our store managers are women and 76% of our pharmacists.

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.

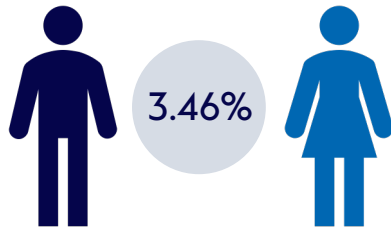
Boots offers a variety of flexible contracts to suit team members lives outside work with 65.5% of our workforce choosing to work part time. Of our part time team members over 92.5% are female.

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

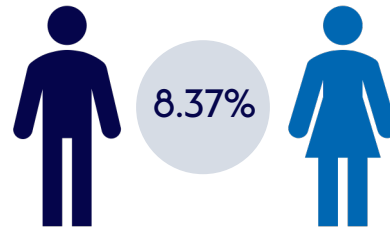
Our 2024 results as at June 2024

Temporary Employee Gender Pay Gap

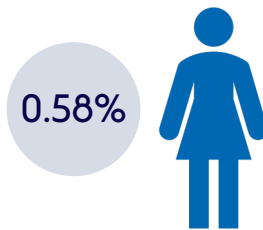
Median Pay Gap



Mean Pay Gap

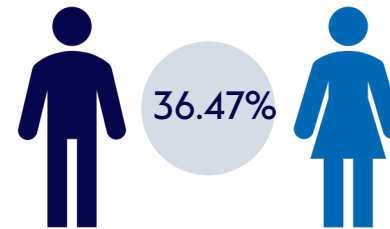


Percentage of male and female employees in receipt of Benefit In Kind

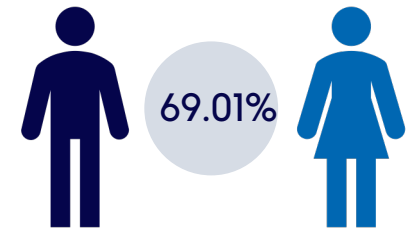


Bonus Gender Pay Gap

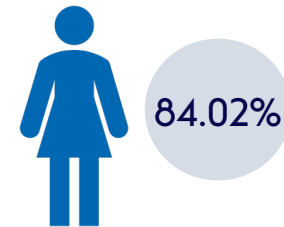
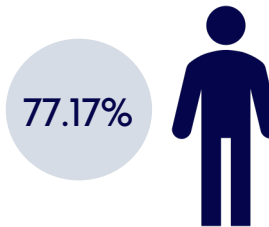
Median Pay Gap



Mean Pay Gap



% of Bonus Paid by Gender



All bonuses paid in the year to 30 June 2024 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 we've done 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.

- We use an online tool to eliminate unconscious bias in job descriptions, boosting female applications by 7.8% in the past year. Our recruitment team is trained in intersectionality and disability inclusion to enhance hiring practices and support women into senior roles, reducing the gender pay gap.
- Updated Talent Profiles now focus on strengths and ambitions, fostering career conversations and succession planning. These efforts, alongside targeted development programmes, encourage more women to pursue senior roles, balancing representation where pay disparities are most pronounced.
- Through promoting initiatives like the Retail Apprenticeship programme and internal leadership programmes, 75% of participants are female. Our LEAD program supports high-potential leaders, with 75% female representation, enabling women to progress into senior roles and influence gender-equity policies.
- We provide flexible contracts and family leave options to support women in balancing work and caregiving responsibilities. While flexibility may not directly address the pay gap, it empowers women to remain in the workforce and build their careers.
- Recently introduced benefits like Life Assurance reflect our commitment to team member well-being and fostering an inclusive workplace, where pay equity and career progression are achievable.

What we plan to do 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.

- We will continue to offer flexible contracts, including part-time and job-share options, recognising their value to our 88% female workforce, despite their contribution to the gender pay gap.
- Our growing Belong at Boots group supports parents and carers through resources, mentoring, and career development, fostering inclusivity to close the gender pay gap by promoting fairness and equal opportunities.
- We prioritise gender education with workshops, events, and resources, including 2025 training planned on neurodiversity, caregiving, menopause, and IVF support. These initiatives help managers support female team members to grow, develop careers, and apply for senior roles.
- We are enhancing engagement with local communities through our work with external partners to advance DEI initiatives, sharing expertise to counter unconscious biases in recruitment and development, ensuring sustainable, impactful progress.

Boots



Member of Walgreens Boots Alliance