

Boots Retail Ireland Limited
Gender Pay Gap Report as at June 2022



December 2022

A message from Stephen

Boots Ireland has been proudly serving communities in Ireland for over 25 years. Care for our patients, customers and our team members at all stages of their life is at the heart of everything we do, and we're committed to making sure every member of our team feels supported and valued.

As a health and beauty retailer, we're proud to offer flexible and part time working opportunities in the communities we serve. Two-thirds of our employees work part time, and in line with the retail sector, a significant majority of our workforce are women, across roles in stores, pharmacy, and management. Female representation in leadership is also a priority and I'm pleased to report we have gender balance at senior management level in Boots Ireland.

Across Pharmacy, Retail, Beauty and in our Support Office we have dedicated Learning and Development programmes, training and apprenticeships supporting the progression and career aspirations of all team members. I'm especially proud of the Retail Apprenticeship programme we've developed with SOLAS, which has over 80% female Boots apprentices.

I welcome the publication for the first time of the Boots Ireland Gender Pay Gap Report in accordance with the Government's Gender Pay Gap Regulations. Guided by our values, we will continue our work building a more diverse, equitable, and inclusive workplace reflecting the communities we serve. The report concludes by outlining the steps we're taking in this regard.



Stephen Watkins
Managing Director, Boots Ireland

Understanding gender pay gap reporting

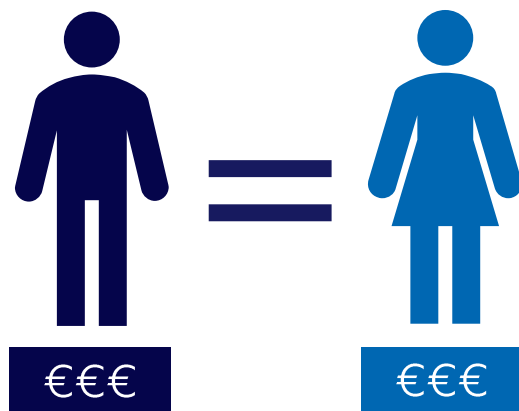
What is the difference between equal pay and a gender pay gap?

A gender pay gap is different from equal pay.

Equal Pay

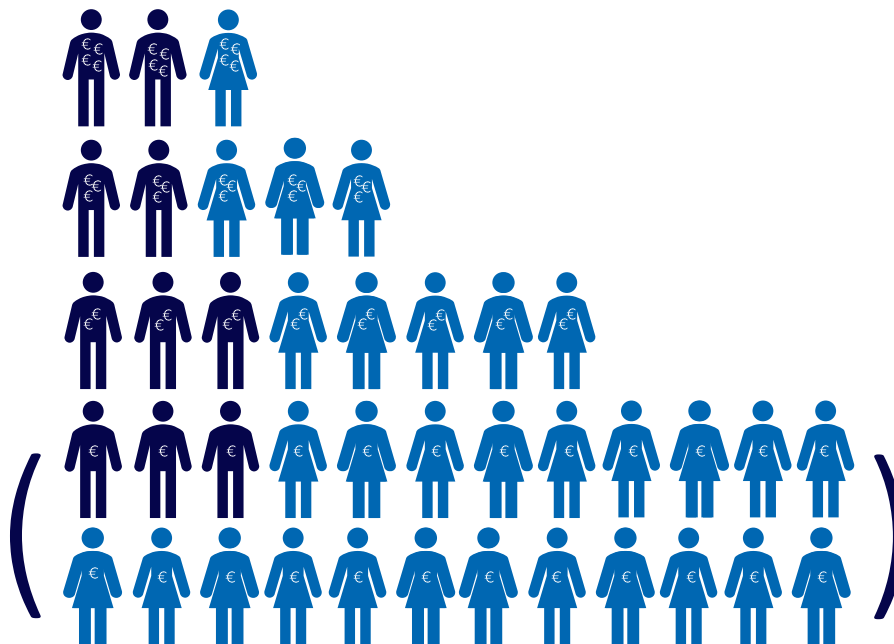
Equal pay is paying males and females equally for like work, work of equal value and work rated as equivalent.

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.



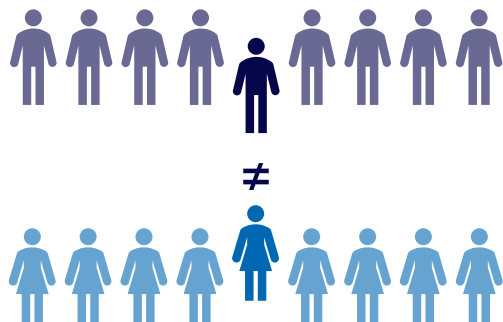
One of the main reasons for the gender pay gap in our society is that men are statistically more likely to be in senior roles and gender differences in occupations and industries may be caused by different educational and career choices.

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?

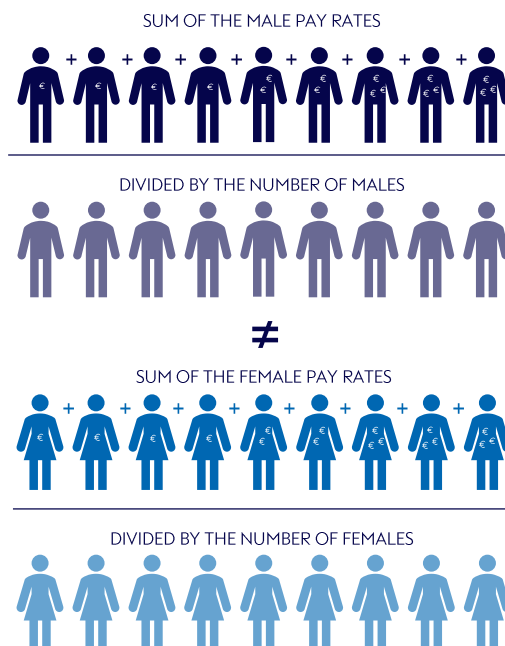
MEDIAN PAY GAP

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 QUANTILES

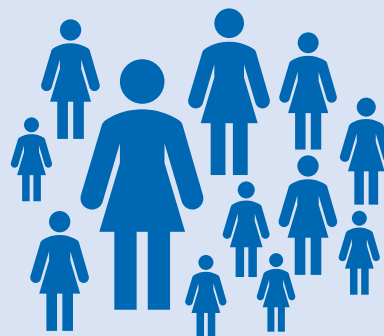
Pay quantiles are calculated by dividing all hourly rates paid across the business, from lowest to highest, into four equal sized groups of team members and calculating the percentage of males and females in each.

Our 2022 results as of June 2022

11.6%



Percentages of all our male and female team members.

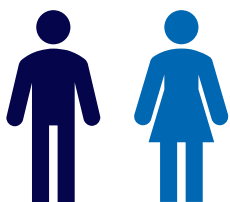


88.4%

Pay Quartiles

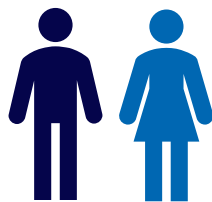
The hourly rate and percentages of all male and female colleagues within each quartile pay band is:

1ST QUARTILE



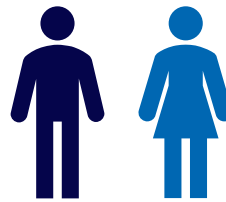
9.61% 90.39%

2ND QUARTILE



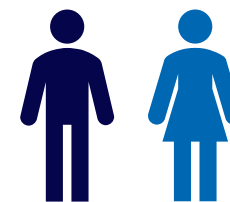
9.80% 90.20%

3RD QUARTILE



10.35% 89.65%

4TH QUARTILE



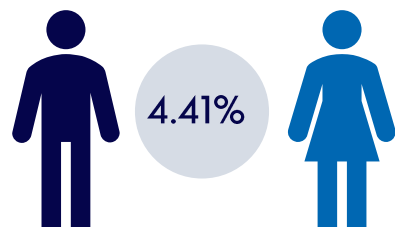
16.61% 83.39%



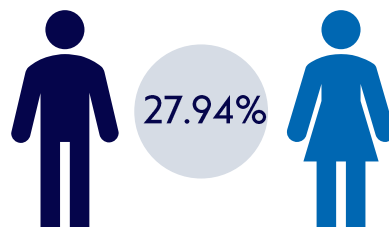
Our 2022 results as of June 2022

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 which is 88.4% female.

In a company like Boots Ireland with a large majority of one gender, this will affect the gender pay gap especially with more women in store roles who work part-time hours.

We're proud to have an equal balance of male and female leaders on our Ireland senior leadership and field leadership teams. In addition 77% of our store managers and 71.8% of our pharmacists are women.

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 Ireland offers a variety of flexible contracts to suit team members' lives with 65% of our workforce choosing to work part-time.

Our part-time gender pay gap shows part-time women earning slightly more than part-time men.

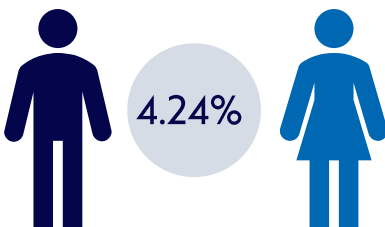
Our 2022 results as of June 2022

Temporary Employee Gender Pay Gap

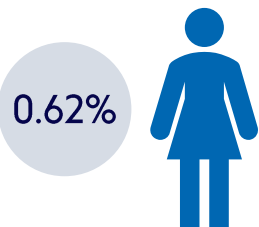
Median Pay Gap



Mean Pay Gap

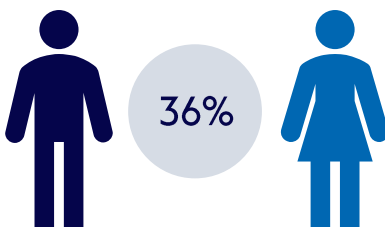


Percentage of male and female employees in receipt of Benefit In Kind

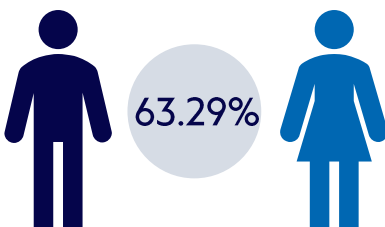


Bonus Gender Pay Gap

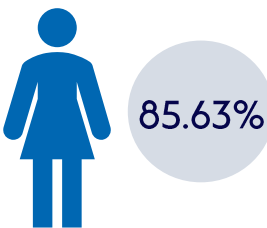
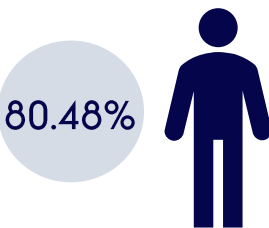
Median Pay Gap



Mean Pay Gap



% of Bonus Paid by Gender



All bonuses paid in the year to 30th June 2022 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

- We introduced partial paid maternity leave supporting our predominantly female population.
- We invested in online tools to reveal any unconscious gender-biased words in job descriptions and find alternatives, ensuring our jobs are attractive to the widest possible pool of talent.
- We removed any blocks or restrictions around hours of work in the application process in order to offer more flexibility and to promote a better work life balance.
- We have developed a Retail Apprenticeship programme in conjunction with Retail Ireland Skillnet and SOLAS developing team members for leadership roles with over 80% female apprentices.
- Our internal leadership development programme has 90% female participants and our Support Office senior development programme has 60% female participants.
- We continue to offer a variety of part time contracts and family leave options to support team members with caring or childcare responsibilities.
- Diversity, Equity and Inclusion for Leaders training is available for all team members
- We carried out Menopause awareness training highlighting the symptoms, how this can affect women at work, and how to provide support.

What we will be doing

- With the roll out of our new People Purpose (which is our vision why people should choose Boots as a place to work), and the availability of new software, every job description will be reviewed and updated to ensure we are using non-gender biased language to encourage even more women to apply for roles with Boots Ireland.
- We will examine each stage of the recruitment process and strive to make positive and equitable changes.
- Interview packs will be updated in accordance with our new People Purpose with links to our Diversity, Equity and Inclusion training.
- We're creating a new employee-led Diversity, Equity and Inclusion Forum/Business Resource Group to sustain and enhance our current DEI practices. The group will be cross-functional and representative of all team members within the company.
- Carefully measuring our Diversity, Equity and Inclusion metrics throughout the candidate journey from application to offer and highlighting areas for improvement.

Boots



Member of Walgreens Boots Alliance