

Retail inMotion Gender Pay Gap Report 2024

This is the first year of reporting on Gender Pay information for Retail inMotion. This report displays the results for Retail inMotion (Ireland) Limited, with a reporting date of 30 June 2024. Retail inMotion is reporting on a total of 220 employees, 155 male and 65 female. There were 5 part-time workers and 2 were on temporary contracts.

Hourly Remuneration

Hourly remuneration refers to the difference in total earnings between male and female employees on an average and median basis. This calculation includes all employees, not just those contractually paid by the hour. Retail inMotion has a gap of 7.71% mean and 8.18% median at the hourly remuneration.

Metric	Lower Quartile		Lower Middle Quartile		Upper Middle Quartile		Upper Quartile	
Quartile Breakdown	Male	Female	Male	Female	Male	Female	Male	Female
	65%	35%	60%	40%	78.2%	21.8%	77.8%	22.2%
Hourly Remuneration difference by Quartile								
Metric	Lower Quartile		Lower Middle Quartile		Upper Middle Quartile		Upper Quartile	
Mean	-6.7%		5.17%		0.91%		-6.21%	
Median	-6.83%		8.71%		1.55%		2.77%	

The Company has 70% male employees. Most male employees work in technical roles such as Software Engineering, where the average salaries are higher than retail, operational and support staff roles. This creates larger gaps in mean and median pay in Lower Middle Quartile, where most roles are technology- based. At the Lower and Upper Quartile, the mean favours female employees.

Bonus

In the reporting period, bonuses were paid to 26 employees. There was no full bonus review in this reporting year, instead these were discretionary bonuses: 30.8% were male and 69.2% were female. The gap between male and female employees on the bonus payments were -75.76% mean, 0% median. The bonus payments were limited to a small number of employees and a bonus to a senior female created a large gap in favour of female bonus mean. Removing that female reduces the gap in mean to 1.94% in favour of males. The median bonus was the same value for both genders.

Benefits In Kind (BIK)

The total number of employees who received BIK in the reporting period was 210, 155 male (99.35%) and 56 female (86.15%). The BIK received was Health Insurance for the employee only. It is likely that employees who do not opt for this benefit will have Health Insurance through other means. The Health Insurance option is available to all employees.

Retail inMotion's Plan to Address the Pay Gap

Technology roles: In 2025, Retail inMotion will be coming out of a large Collective Redundancy. This will reduce the headcount significantly for the 2026 report, and by then we will seek to bring more balance the ratio of male to female employees in technology roles.

Organisational Grading: The organization will seek to implement an organisational grading structure following the organisational structure changes from the Redundancy process. This will allow pay to be aligned better across the business.