

Retail inMotion Gender Pay Gap Report 2025

Retail inMotion (Ireland) Limited is presenting gender pay data as of 30 June 2025. The dataset comprises 223 employees: 153 males and 70 females. During the reporting year, three employees worked part-time and two held temporary, specified-purpose contracts; all five of these employees are female, with no comparative data available.

This report provides details regarding hourly remuneration, bonus payments, benefits in kind, and outlines initiatives planned to address pay gaps in accordance with government guidance on this matter. The report evaluates the distribution of bonuses and benefits in kind across the workforce, providing insight into any disparities that may exist between male and female employees. These findings are contextualised within the framework of both current and planned initiatives designed to promote greater pay equity, ensuring alignment with evolving government standards and best practices. The following sections examine the statistical details of hourly remuneration, highlighting the current pay gap and comparing it to the previous year's figures, thereby offering a comprehensive view of the organisation's progress and ongoing efforts in this area.

Hourly Remuneration		
Reporting Year	Difference Mean	Difference Median
2024	7.71%	8.18%
2025	11.98%	15.92%

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 11.98% mean and 15.92% median at the hourly remuneration, an increase over the previous reporting year.

The Company had a significant Collective Redundancy in January 2025. Part of the terms for this redundancy were additional payments to support knowledge management transfer to an outsourced partner for several technical roles. The technology team was majority male with high salaries in the Upper middle and Upper quartiles. This increased the hourly rate for several male employees, but this impact will not carry into the next reporting year. Additionally, the two highest paid employees on Irish payroll were not on payroll in the previous reporting period, and their salaries have had an impact on the mean hourly rate for male employees.

Hourly Remuneration Mean difference by Quartile

The Lower Quartile and Upper Quartile saw the most significant change from the previous year. The Lower Quartile saw the gap further decrease, heavily impacted by the fact that the 10 lowest hourly rates in the organisation were males who are in a role that requires less training and experience than most in the company. The Upper Quartile saw the gap for the Hourly Mean increase, due to the addition of two new male executive roles.

Metric	Year	Lower Quartile		Lower Middle Quartile		Upper Middle Quartile		Upper Quartile	
Quartile Breakdown		Male	Female	Male	Female	Male	Female	Male	Female
	2024	65%	35%	60%	40%	78.2%	21.8%	77.8%	22.2%
	2025	62.5%	37.5%	62.5%	37.5%	69.6%	30.4%	80%	20%
Hourly Remuneration difference by Quartile									
Metric	Year	Lower Quartile		Lower Middle Quartile		Upper Middle Quartile		Upper Quartile	
Mean	2024	-6.7%		5.17%		0.91%		-6.21%	
	2025	-10.87%		5.16%		-1.08%		1.67%	
Median	2024	-6.83%		8.71%		1.55%		2.77%	
	2025	-6.71%		7.40%		-1.46%		3.27%	

Hourly Remuneration Median difference by Quartile

The Upper Middle Quartile saw the most change.

Gender Breakdown by Quartile

Male employees make up 68.16% of the workforce, a slight decrease from 70% in 2024. Most male colleagues work in higher-paying technical roles, notably Software Engineering, which increases pay gaps in the Lower Middle Quartile where tech jobs are concentrated. A collective redundancy in January 2025 significantly reduced technology staff, and this will appear in next year's reports.

Bonus

In the reporting period, bonuses were paid to 99 employees, 60.61% male and 30.39% female. The criteria for bonuses to be paid were:

1. Employee was hired on or before 31 December 2024
2. Employee was actively employed as of the pay date (25 April 2025)

The 99 employees who were paid bonuses were all employees who met the criteria. In 2024 there were discretionary, spot bonuses but no full company review. Therefore, this data is not fully comparable to last year's data.

The gap between male and female employees on the bonus payments was: 30.89% mean, 15.92% median. The impact of the overall pay gap was carried through to bonuses, as they are a percentage of the employee's salary. The addition of the two new male executives in the reporting period also drove the overall bonus gap. The previous reporting period did not have a full bonus review and therefore this impact was unknown until this year's reporting period. Additionally, with nearly 70% of the company being male, the median and mean are impacted by that weighting.

% Received Benefit in Kind (BIK)			Benefits In Kind (BIK)
Reporting Year	Male	Female	
2024	99.35%	86.15%	The total number of employees who received BIK in the reporting period was 172, 120 male and 52 female. The BIK received was Health Insurance for the employee only. This is an optional benefit that all employees are offered as part of their contract of employment. It is likely that employees who do not opt for this benefit have Health Insurance through other means or prefer not to have private health insurance.
2025	78.4%	74.3%	

Retail inMotion's Approach to mitigating the pay gap

Retail inMotion is dedicated to eliminating the gender pay gap while cultivating an equitable and inclusive work environment. The following measures have been implemented.

- Data Collection and Analysis: Enhanced frequency of pay data monitoring across all employee segments.
- Compensation Strategy Review: Comprehensive evaluation of recruitment, promotion, and compensation practices; assurance of fair bonus and benefits programs.
- Inclusive Policies and Practices: Advancement of parental leave support, flexible working arrangements, and career development opportunities accessible to all staff members.

We recognise that closing the gender pay gap requires sustained effort and commitment. The reporting period was heavily impacted by a Collective Redundancy process that did not allow for other initiatives to be pursued while addressing the reduction in headcount. The organisation is confident that closing the gap currently reported for Ireland is achievable with our renewed strategy.