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2025 Gender Pay Gap Report

Ireland

halfords

At Halfords we are committed to creating a workplace that's reflective of the diverse communities we serve, where colleagues feel like they belong, and where everyone can thrive.

This report outlines the gender pay gap results of our operations in Ireland as of 15 June 2025, in line with the Gender Pay Gap Information Act 2021.

Understanding the Gender Pay Gap:

The gender pay gap shows the difference between the average pay of men and women, expressed as a percentage of men's pay.

It is not the same as equal pay, which compares the pay of men and women performing the same or equivalent work. We remain committed to ensuring equal pay for equal work across all our operations.

The gender pay gap can be influenced by a range of factors, including the distribution of men and women across different levels, functions, or locations, and the representation of men and women in higher-paid or part-time roles.



I can confirm the data outlined in this report has been prepared in accordance with the Gender Pay Gap Information Act 2021.

Paul O'Hara
Chief People & Property Officer

Our 2025 Gender Pay Gap Results



Ordinary Pay

Measure	2025
Mean Hourly Pay Gap – All Colleagues	-3.23%
Median Hourly Pay Gap – All Colleagues	0.69%
Mean Hourly Pay Gap – Part-Time Only	2.95%
Median Hourly Pay Gap – Part-Time Only	4.30%
Mean Hourly Pay Gap – Temporary Only	34.38%
Median Hourly Pay Gap – Temporary Only	34.38%



Proportion of men and women in each pay quartile

Upper	73.1%	26.9%
	77.8%	21.2%
	77.6%	22.4%
Lower	69.7%	30.3%



Bonus Pay & Benefits In Kind

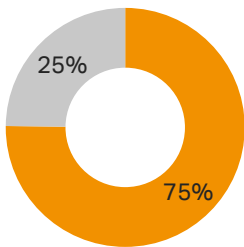
Measure	2025
Mean Bonus Pay Gap	-101.9%
Median Bonus Pay Gap	2.6%
% of men receiving a bonus	90.6%
% of women receiving a bonus	92.5%
% of men receiving a benefit in kind	9.4%
% of women receiving a benefit in kind	11.9%





Our 2025 gender pay results for Ireland show that overall pay remains broadly balanced between men and women. The mean hourly pay gap of -3.23% indicates that, on average, women earn slightly more than men, while the median hourly pay gap of 0.69% reflects a largely equitable pay distribution across the workforce.

2025 Gender Diversity



When looking at specific employment types, part-time and temporary roles show higher pay gaps, with mean gaps of 2.95% and 34.38%, respectively. The results for temporary colleagues should be interpreted with caution, as only three employees were on temporary contracts as of the snapshot date, meaning that small changes can have a disproportionate impact on the figures.

Across all pay quartiles, the proportion of men remains higher, ranging from 69.7% in the lower quartile to 77.8% in the upper quartile. This distribution largely reflects the organisation's overall gender composition, with men representing approximately 75% of colleagues.

In relation to bonus pay, women received higher average bonuses, with a mean bonus gap of -101.9% and a median bonus gap of 2.6%. A slightly higher proportion of women (92.5%) received a bonus compared with men (90.6%). Access to benefits in kind is also comparable, with 11.9% of women and 9.4% of men receiving such benefits.

Closing The Gender Pay Gap



At Halfords we are committed to creating a workplace that's reflective of the diverse communities we serve, where colleagues feel like they belong, and where everyone can thrive.

Building a More Inclusive and Diverse Automotive Industry

Joining the Automotive 30% Club as a Gold Member means we have committed to supporting initiatives aimed at increasing the representation of women in leadership roles to 30% by 2030 within the automotive industry.

We were proud to report 35% representation of women in leadership or key decision-making roles as of September 2025. In addition, we have set a target of 18% Ethnically Diverse representation, recognising the importance of reflecting the communities we serve.

We've enhanced our internal development programmes — from apprenticeships through to leadership development — to support greater female and ethnically diverse participation. These initiatives focus on creating new pathways that offer broader cross-business experience, networking, and career opportunities.

Looking ahead, we plan to identify and trial further initiatives to attract more women and ethnically diverse colleagues to join Halfords, and to support their progression across all areas of the Group.

Empowering Through Connection

In collaboration with our re-launched Women of Halfords Colleague Network, we have:

- Developed a Women's Health Policy covering life stages from menstruation to post-menopause.
- Hosted year-round events, including Internal Women's Day, International Men's Day, and more.
- Shared campaigns and colleague blogs to raise awareness and celebrate our people.

Supporting Wellbeing and Inclusion

Our charity partnership with Mind demonstrates our commitment to wellbeing and mental health — recognising how these areas impact everyone, while highlighting the importance of understanding the nuances across diverse communities.

Through our four Colleague Network Groups, we aim to unify our approach to Equity, Diversity & Inclusion (EDI), Wellbeing, and Charity. We actively promote the range of support available to colleagues — from our Employee Assistance Programme, physical wellbeing centre, and financial guidance, to our Mental Health First Aiders, divorce and separation partner (Amicable), and Menopause Hub.