

halfords

Gender pay gap report

for Halfords (Ireland) Ltd

2024



About this report

This report sets out our gender pay gap statistics for the 12 months to 26 June 2024

Understanding Gender Pay

The gender pay gap measures the difference between the average pay for men and women across all roles and levels. This differs to equal pay which compares the pay men and women receive for doing the same or similar roles.

Our Gender Pay Statistics

At Halfords Group plc, which includes Halfords (Ireland) Ltd, we strive for a One Halfords Family and diversity & inclusion is at the heart of everything we do. We are really pleased that our mean gender pay gap of 0.81% is far below the average of 11.2%* reported last year.

For our standard roles, we pay our hourly paid colleagues equally, regardless of gender and our reward and recognition policies are gender neutral. 78.7% of colleagues in our Company are male, however, we remain focused on improving the gender balance across Halfords (Ireland) and the Group and increasing awareness of our career progression opportunities, both internally and externally.



Halfords
(Ireland) Ltd
277



Females
59

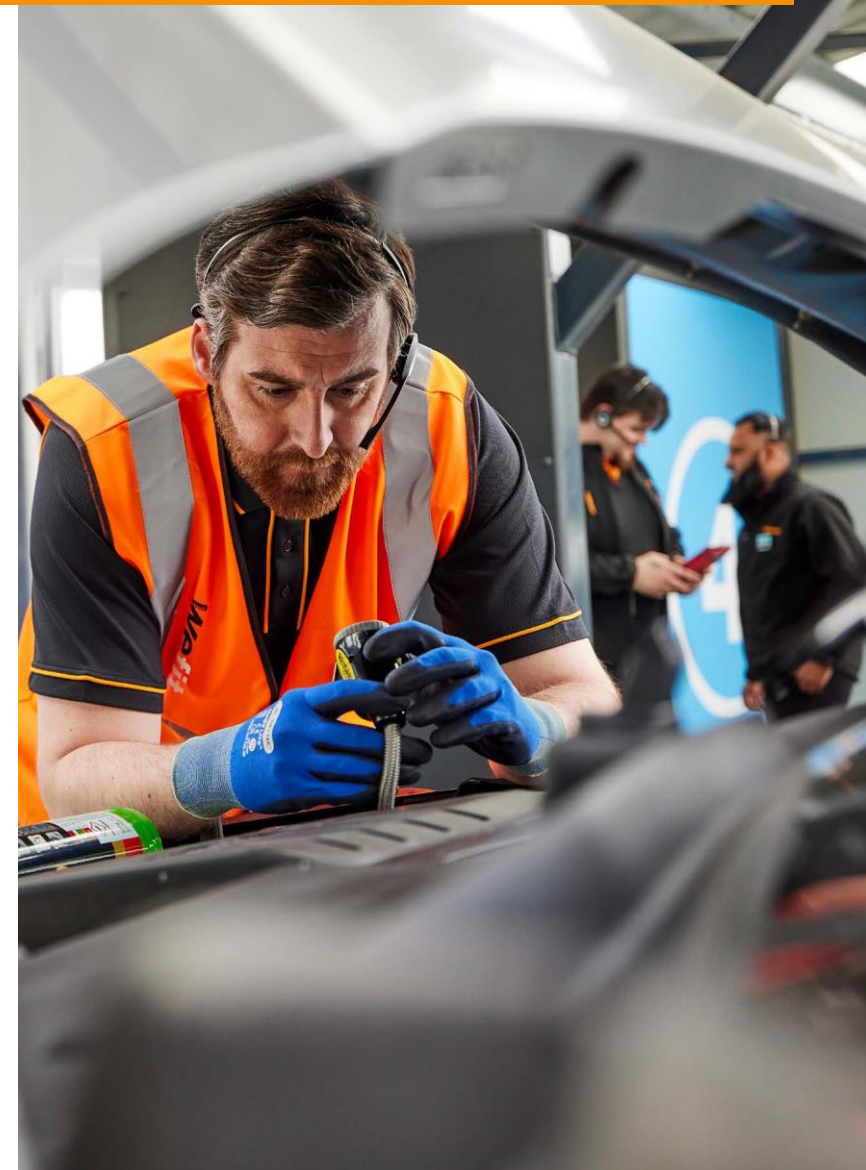


Males
218

The figures provided above were accurate as of 26 June 2024 and relate to all colleagues who were employed by Halfords (Ireland) Ltd on that date.

Ordinary Pay	2024		2023		2022	
	Mean	Median	Mean	Median	Mean	Median
Ordinary Pay Gap						
All Employees	0.81%	1.83%	-3.89%	3.74%	-1.39%	-2.97%
Part Time Employees	3.14%	6.29%	3.53%	7.45%	-0.73%	2.02%
Temporary Employees	13.13%	10.15%	N/A	N/A	13.72%	25.27%

*Source: PwC Ireland, "Gender Pay Gap Analysis 2024"



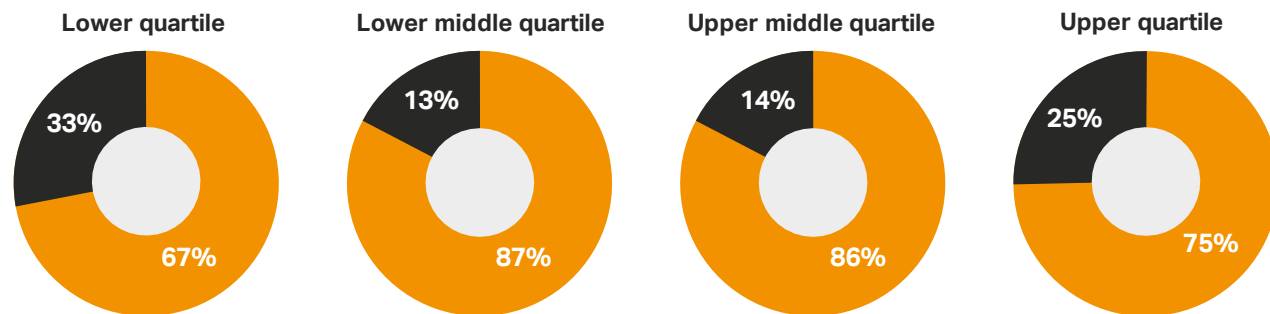
I can confirm the data outlined in this report has been prepared in accordance with the Gender Pay Gap Information Act 2021.

Paul O'Hara,
Chief People & Property Officer

Pay Quartiles

These charts show the proportion of males and females across Halfords in four equally sized groups, sorted by level of pay.

Halfords (Ireland) and the Group and increasing awareness of our career progression opportunities, both internally and externally.



Bonus Pay & Benefits in Kind

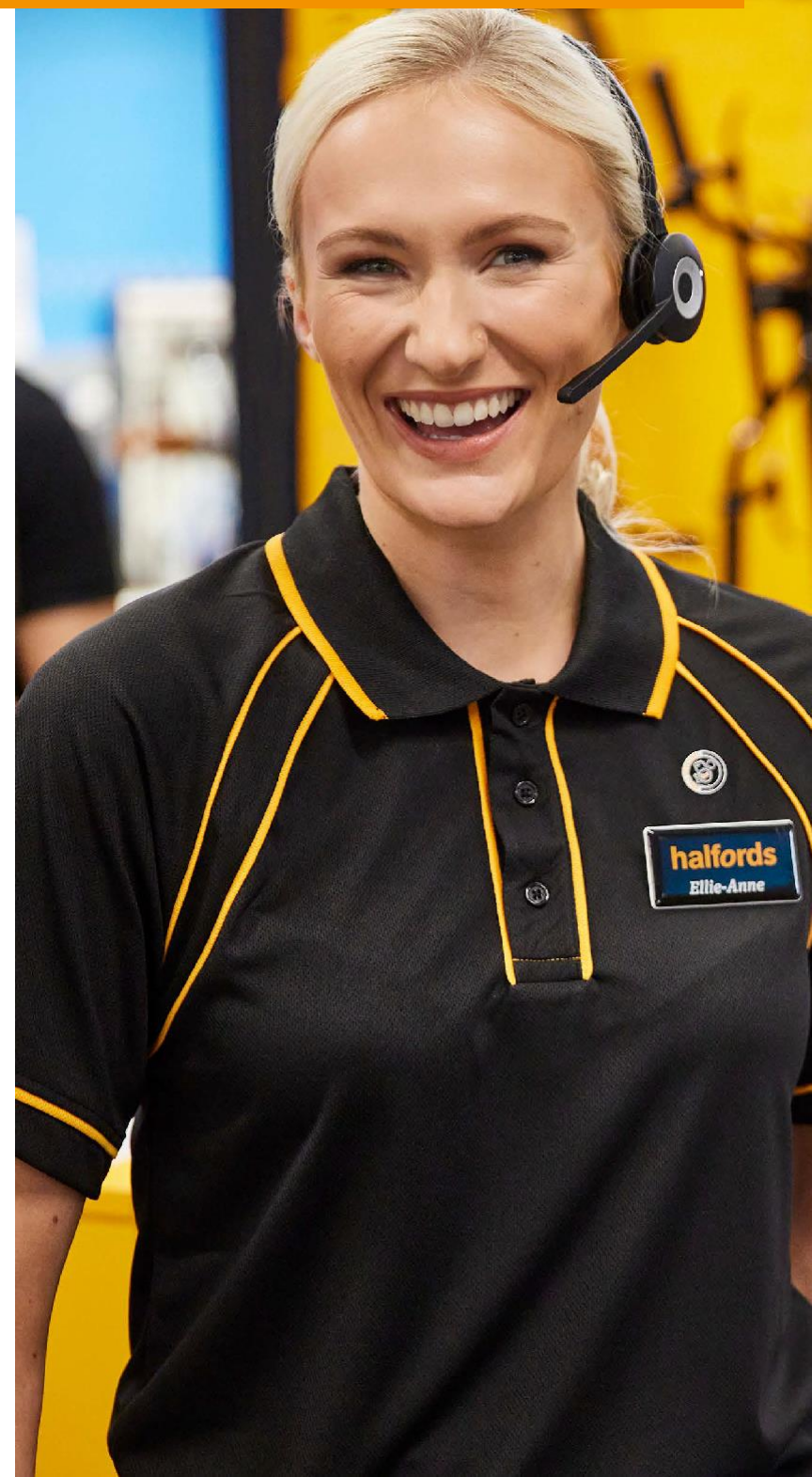
A negative (-) figure indicates females on average had higher pay or bonus earnings.

Bonus Pay Gap	Mean	Median
All Employees	-48.03%	-17.95%
Bonus Recipients	Male	Female
Employees Receiving Bonus	67.0%	76.3%
Benefits In Kind	Male	Female
Employees Receiving BIK	5.5%	1.7%

Our bonus gap results show that our female colleagues earn a mean average of 48.03% more bonus than our male colleagues. This is skewed by the store management bonus issued to store managers and deputy managers, which contains a larger population of male colleagues resulting in a lower average bonus.

Bonus earning potential is based on a colleague's role, and we place more focus on the fact that the percentage of males and females earning a bonus is comparable. The only colleagues not to have earned bonus are new hires who were not eligible for a bonus during the relevant pay period.

Only colleagues with long service are in receipt of a Benefit in Kind.



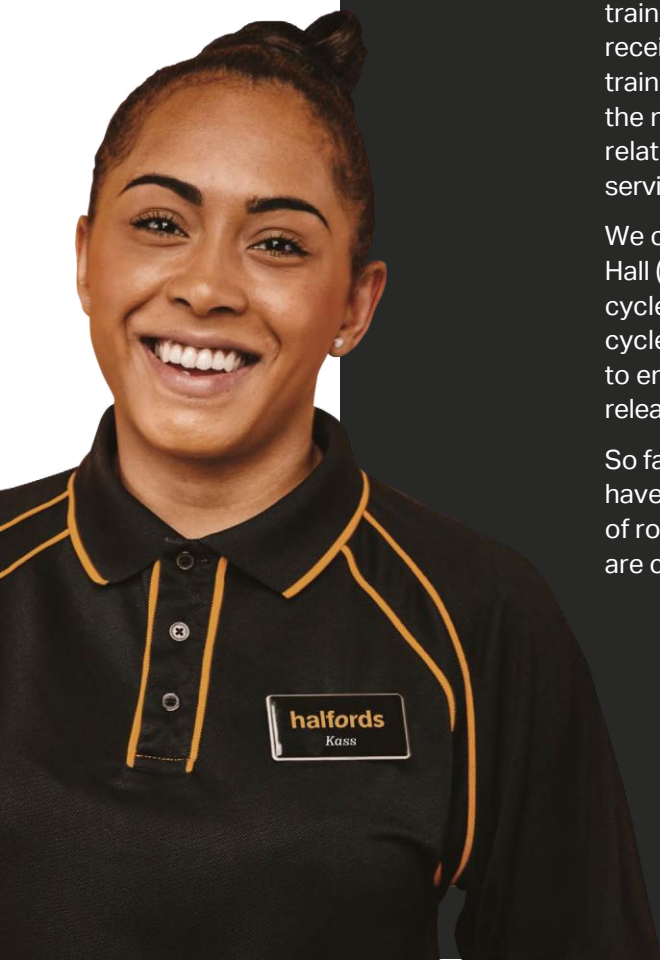
Closing the gap

Halfords Group remains firmly dedicated to fostering equal opportunities for all employees and job applicants. Our commitment extends across all aspects of recruitment, training, career development, and promotion, ensuring fairness regardless of gender, physical ability, sexual orientation, gender identity, pregnancy, race, religion, age, nationality, or ethnic background.

We work hard to create an inclusive workplace where everyone can bring their full selves to work and perform at their best. Although we've made significant progress, we recognise that there is always room for improvement, and we continue to build on our foundations through engagement with our colleagues.

Overleaf are some of our key initiatives and progress.





Recruitment & Selection

Our recruitment and selection processes remain focused on fairness and inclusivity. Working with our in-house recruitment team, we ensure that every step of the process—from attraction to selection—remains free from gender bias.

Training & Career Development

This year, we set an ambitious goal to recruit and onboard 150 garage apprentices to support the growth of our business. We are on track to achieve this by December 2024. So far, we have delivered record levels of technical training, with over 2,000 colleagues receiving job-specific professional training. This training equips them with the necessary skills to perform tasks related to various tools, products, and services.

We continue to partner with HMP Drake Hall (a female prison) to support the cycle training academy, to provide cycle reconditioning and broader skills to enhance employment prospects on release.

So far, twenty graduates of the scheme have joined the company across a variety of roles and further twelve participants are currently undertaking training.





Raising awareness of Diversity and Inclusion

Over the next three years we have ambitious representation targets focused on increasing our women and ethnically diverse populations. Our Equality, Diversity, Inclusion and Wellbeing strategy, in alignment to our wider People Plans, are fundamental to creating the conditions for building strong foundations and introducing equity specific interventions.

We plan to maximise the effectiveness of our existing Colleague Network Groups 'Women of Halfords' and 'Embrace' to support colleague engagement, collaboration, and the mantra of 'Everyday Inclusion' all year round.

We will introduce initiatives that promote increased opportunities for women and ethnically diverse communities, in alignment to our 30% Automotive Club commitment. We will also review and evolve core processes through various stages of the colleague life cycle including recruitment, talent, leadership development, training, and more.

Pay & Incentives

We have robust reward systems to ensure fairness across the business. All hourly-paid employees are compensated equally for the same role, regardless of gender.

Our established job evaluation process actively eliminates gender bias, and we continuously review compensation based on performance and market competitiveness. This approach enables us to address any pay discrepancies and helps us ensure pay equity across the entire group.

For 2025, we will continue to review pay practices against performance and market relativity, ensuring we are considerate of any in-built gender factors in both the methodology and data.

