

# Republic of Ireland Gender Pay Gap Report 2022

Snapshot Date: 21<sup>st</sup> June 2022  
Publishing Deadline: 21<sup>st</sup> December 2022  
Total Headcount on the Snapshot Date: 1034  
Total number of Full Time Employees: 257  
Total number of Part Time Employees: 712  
Total number of Temporary Employees: 65

This is the first report we are publishing for the Republic of Ireland Gender Pay Gap Reporting requirement. Based on our understanding of the legislation the report sets out some narrative to explain our Gender Pay Gap figures, which have been calculated as outlined in using the Gender Pay Gap reporting guidance.

This summary shows the calculated differences between amounts paid to men and women at the snapshot date of 21 June 2022 and in the snapshot period, being the 12 months preceding.

## Our Gender Pay Gap

### Hourly Rate

**(1.04) %**

(mean)

**(0.95)%**

(median)

### Bonus Pay

**31.85%**

(mean)

**50.04%**

(median)

### Who Received Bonus Pay and Benefit in Kind

This is the proportion of males and females in the total population of males and females, that received a bonus and/or a benefit in kind in the 12 month period preceding 21 June 2022.

### Bonus

**34.00%**

Males

**66.00%**

Females

### Benefit in Kind

**30.00%**

Male

**70.00%**

Females

## Our Pay Quartiles

### Upper quartile



Male – 30.74%

Female – 69.26%

### Upper middle quartile



Male – 37.07%

Female – 62.93%

### Lower middle quartile



Male – 41.31%

Female – 58.69%

### Lower quartile



Male – 34.75%

Female – 65.25%

## Why The Gap?

JD Sports Fashion Plc ("JD") prides itself on being an inclusive business that endeavours to ensure all employees are treated equally.

The business operates structured pay rates across its Retail and Distribution divisions. Any resulting gap therefore arises as a result of position and experience as opposed to gender.

We actively manage talent across all levels to enable progression within the Group. The Group are focused on ensuring a fair and equal approach to talent development and any new colleagues that are hired are on a basis on talent and experience. We are committed to reducing the areas where we still have differences and do not believe that conscious or unconscious bias should form part of any progression or recruitment processes.

The table on the right shows, there remains more females than males in senior roles, however, we look to continue to work to reduce this gap in 2023. The Group remains committed to growing and developing future talent that is progressed on a fair and equal basis.

The percentage of total population who received a bonus within this snapshot date is comparable between gender meaning that this largely relates to position of the employee as opposed to gender.

In relation to our ESG policy, we have participated in the Parker Review and the FTSE Women Leaders Review, in order to ensure we are meeting both the Gender and Ethnicity targets. Our Executive Board also meets the requirements for a FTSE 100 business. The Group will continue to make strides in reducing the gap in 2023 and will look to balance the gender in all quartiles, while monitoring any progress when we submit further GPG reports .

I confirm the data reported is accurate.

Regis Schultz  
CEO

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