

Tesco Gender Pay Report. 2024



Tesco Ireland – Creating a great place to work for all to serve our customers, communities and planet a little better every day.

<p>13,500 colleagues</p>	<p>Over 88 different nationalities</p>	<p>Market leading rates of pay</p>	<p>Flexible working</p>	<p>Free Virtual GP</p>
<p>Most colleagues work over 30 hours a week</p>	<p>Paid early pregnancy loss leave</p>	<p>50:50 gender balance</p>	<p>Generous benefits</p>	<p>€2,000 annual discount allowance through Colleague Clubcard</p>
<p>Most colleagues have been with us 9+ years</p>	<p>Paid domestic violence leave</p>	<p>26 weeks full maternity leave pay</p>	<p>24 weeks full adoptive leave pay</p>	<p>2 weeks full paternity leave pay</p>



“Diversity, equity, and inclusion are at the heart of who we are as an employer”

Maurice Kelly

At Tesco, we want every colleague to feel supported in their career journey with us, at every stage. We believe in providing equal opportunities and fair rewards for everyone.

We take pride in making everyone feel welcome, no matter who they are, where they work, or what they do. We want our colleagues to feel they can be themselves at work, knowing they are valued and respected. Diversity, equity, and inclusion are at the heart of who we are as an employer. Our shared values and “Winning Together Behaviours” help us achieve our goal of serving our customers, communities, and the planet a little better every day.

Our aim is to create a caring workplace where our 13,500 colleagues can grow and develop, both now and in the future, ensuring equal opportunities for all.

As a global business, we are committed to improving representation in senior management roles for women and colleagues from ethnic minority backgrounds.

Maurice Kelly
People Director
Tesco Ireland

We are delighted to share that for the second year in a row, we have made progress in closing our gender pay gap. Our mean gender pay gap for 2024 is 8.22%, which is an improvement of 1.6% since 2022. We are proud to be ahead of the national average pay gap of 9.6% (CSO*) and the EU average pay gap of 13% (European Commission**). In addition, we have made a further commitment to supporting the financial wellbeing of our colleagues by enhancing our family leave policies. We now offer fully paid maternity leave for 26 weeks, fully paid adoptive leave for 24 weeks and paid paternity leave for 2 weeks. We can see that our efforts are making a positive impact for our colleagues and their families, and we are committed to continuing these actions (outlined on pages 7-9) to achieve even greater improvements.

*CSO data October 2023

** Pay attention to the gender pay gap, European Commission, November 2024



Our data

In this report, we are sharing our gender pay gap data for the 12 months to 15 June 2024.

Understanding gender pay gap

The gender pay gap measures the differences between men and women's average pay within the organisation regardless of their role or work level.

This is different to equal pay which compares the pay of men and women who perform the same role or roles of equal value.

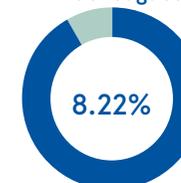
Gender pay gap

The figures opposite show our gender pay gap as a percentage in mean and median pay for 2024.

Our analysis shows that the pay gap continues to be driven by more men in senior roles and career and lifestyle choices, where men are working more shifts that offer premium rates and more women are availing of part-time working arrangements, career breaks or carers leave. During the reported period there has been a slight increase in median gender pay gap, this is because there is a higher representation of women at lower work levels than their male counterparts. The increase in the mean temporary pay gap is likewise due to more male temporary colleagues working premium shifts than their female counterparts.

Mean (average) & Median (middle) figures

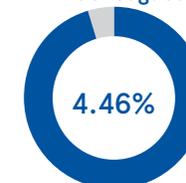
Pay Gap Mean All Colleagues



Difference YOY

0.56%
Reduction

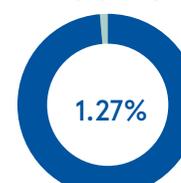
Pay Gap Median All Colleagues



Difference YOY

0.09%
Increase

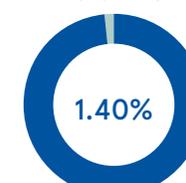
Pay Gap Mean Part Time



Difference YOY

0.11%
Reduction

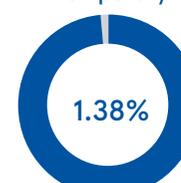
Pay Gap Median Part Time



Difference YOY

0.72%
Reduction

Pay Gap Mean Temporary



Difference YOY

0.43%
Increase

Pay Gap Median Temporary



Difference YOY

0.09%
Reduction



Pay quartiles

The figures show the gender balance within each of our pay quartiles for 2024.

Within each of the quartiles, there is an equal number of colleagues ranging from quartile 1, which includes the lowest paid colleagues, to quartile 4, which includes the highest paid colleagues.

Through our analysis of the pay quartiles, we know that there are more women in quartiles 1 and 2, where there are mostly hourly paid roles, and a higher proportion of men in quartile 4 where there are more senior, higher paid roles.

Pay quartiles figures



■ Male: 45%
■ Female: 55%



■ Male: 37%
■ Female: 63%



■ Male: 53%
■ Female: 47%



■ Male: 54%
■ Female: 46%



Gender bonus gap

This year we extended our bonus scheme by offering a discretionary bonus to some of our colleagues who are not usually eligible, to recognise their contribution to the successful performance of the business during the previous financial year. This saw an increase in the number of bonuses across the company, with 92% of female colleagues and 89% of male colleagues in receipt, and helped to narrow the mean gender bonus gap.

The figures opposite show the percentage of men and women who received a bonus payment as well as the percentage difference in bonus amount for the year ending 15 June 2024.

Benefit in Kind

The figures opposite show the percentage of men and women who received a benefit in kind for the year ending 15 June 2024.

A similar proportion of men and women are in receipt of benefit in kind during the reported period.

Bonus Pay Gap

All Colleagues

Mean	38.57%
Median	14.85%

Difference YOY

Mean	-8.97%
Median	+0.54%

Percentage of men and women who received a bonus payment

Men	88.90%
Women	91.78%

Difference YOY

Men	+21.29%
Women	+20.41%

Percentage of men and women who received a benefit in kind

Men	6.87%
Women	6.79%

Difference YOY

Men	+0.46%
Women	+0.62%



Reducing the gap - Our continued commitment

Tesco is a place where everyone is welcome. As part of our Diversity, Equity, and Inclusion Strategy, we are working to support a gender balance within the workplace by promoting career progression and providing flexible working arrangements.

Our Actions

Colleague Listening & Representation

We continue to foster a work environment which champions gender diversity and promotes a positive culture where all colleagues feel confident and empowered to share their views. We have created a colleague network which ensures our colleagues' experience is truly inclusive from beginning to end. This helps us to identify where to invest resources to improve flexible ways of working, promote work life balance and develop ways to overcome traditional barriers for female colleagues.

Our flexible working policy

We have updated our flexible working policy to give all colleagues the option to request flexible working from their first day of employment.

This means that no matter how long our colleagues have been with Tesco Ireland, they can request changes to their working arrangements to best suit their life, inside and outside of work.

Partnership with Family Carers Ireland (FCI)

Family and caring responsibilities are typically not shared equally. CSO statistics show that, on average, more women than men take up part time working arrangements.* Every day, parents, sons, daughters, relatives and friends become carers, and our colleagues are no exception. Tesco has partnered with Family Carers Ireland, through the Caring Employers Programme, to support colleagues with caring responsibilities, with an aim to help them to balance being a carer while working too.

*CSO Snapshot of the lives of Women and Men in Ireland in 2024, October 2024



Supporting and attracting talented women

We work closely with senior women across our business to understand their career aspirations and support them to succeed. Participation in our management development programme is gender balanced and we are seeing this convert to a higher level of female colleagues in our talent pipeline for management career paths. We aim to achieve 30% female representation in senior management by 2025 and 39% by 2027. During the year, we hired an even split of females and males at middle management level. At more senior management levels, we have hired in a ratio of 75% Female to 25% Male during the reporting period.

Across all levels of our workforce, we are looking at how we communicate, ensuring that we are using gender-neutral language throughout our recruitment process.

We are equipping our hiring managers with the tools to ensure that ‘Everyone is Welcome at Tesco’ and remind them of the importance of avoiding bias in the interview process.

Our women’s mentoring program connects colleagues with mentors, who offer them guidance and support with their personal development and career advancement. This helps our colleagues to reach their potential, by removing barriers to achieving their career ambitions, and providing role models while putting a spotlight on female representation at senior level.



‘Wellbeing First’ – women’s health

We want all our colleagues to be at their best, whatever life brings. Last year we introduced a free virtual GP service to all our colleagues, with additional discounted rates for colleagues’ family members. This virtual GP service offers online consultations that cover topics such as general consultation, mental health, and menopause.

In our commitment to support women’s health in the workplace, we have put our focus on menopause, with the aim of creating a positive working environment for our colleagues who are approaching this milestone. Our ‘Menopause Hub’ facilitates education and awareness training modules, and our Menopause Guide was introduced to ensure we take every opportunity to retain our female talent at their different life stages.



Our gender pay gap figures for Tesco Ireland

Statutory Requirement	Tesco Ireland - All Colleagues
Gender pay gap: mean	8.22%
Gender pay gap: median	4.46%
Part time colleagues - Gender pay gap: mean	1.27%
Part time colleagues - Gender pay gap: median	1.40%
Temporary contract colleagues - Gender pay gap: mean	1.38%
Temporary contract colleagues - Gender pay gap: median	0.51%
Proportion of males/females in quartile 1	Males / Females 45% / 55%
Proportion of males/females in quartile 2	Males / Females 37% / 63%
Proportion of males/females in quartile 3	Males / Females 53% / 47%
Proportion of males/females in quartile 4	Males / Females 54% / 46%
Proportion of men who received a bonus	88.90%
Proportion of women who received a bonus	91.78%
Bonus: mean	38.57%
Bonus: median	14.85%
Proportion of men who received BIK	6.87%
Proportion of women who received BIK	6.79%



Appendix: Understanding how we calculate our gender pay and bonus gap

Calculating the gender pay gap

The gender pay gap measures the difference in total hourly pay between all women in a business and all men in a business. There are two ways we must report this, as a mean percentage and as a median percentage for all colleagues, part-time colleagues and temporary colleagues.

Mean:

is the difference in the average hourly rate of pay between men and women. The mean is affected by the different numbers of men and women in different roles.

Median:

is the difference between the midpoint of pay between male colleagues compared to female colleagues (listing from lowest to highest pay)

Calculating our pay quartiles

The pay quartiles measure how many men and women are represented in each quarter of the business when all men and women's hourly pay is stacked from lowest in Quartile 1 to highest in Quartile 4.

Calculating the gender bonus gap

The gender bonus gap measures the difference in total bonus payments between all women in a business and all men in a business. There are two ways we must report this, as a mean percentage and a median percentage. We also must report the proportion of men and women who received a bonus payment.

Proportion of colleagues to receive a bonus

The proportion of women who received a bonus is shown as a percentage of all women in the business and the proportion of men who received a bonus is shown as a percentage of all men in the business.

Mean: The mean is the average figure when you consider the bonus payments for all men and all women. The mean gender bonus gap is the difference between the average bonus payment for all women and the average bonus payment for all men.

Median: The median is the figure that falls in the middle of a range when all bonus payments are stacked from lowest to highest. The median gender bonus gap is the difference between the middle figure for all women's bonus payments and the middle figure for all men's bonus payments.

It's important to note that colleagues who work part-time receive their bonus on a pro-rata basis, but we are required to report our gender bonus gap calculation without adjusting these to the full-time equivalent payment.

Proportion of colleagues to receive a benefit in kind

The proportion of women who received a benefit in kind is shown as a percentage of all women in the business and the proportion of men who received a benefit in kind is shown as a percentage of all men in the business.

More information on these calculations can be found on the [government website](#).

