

Harry Corry

GENDER PAY GAP REPORT

2023 (Ireland)



Harry
Corry
INTERIORS



A message from our Directors:

Harry Corry Interiors is a family run business which was established by the late Harry Corry in 1968. Within Harry Corry's we strive to ensure that each employee is valued in their role and that their career within our organisation are one in which they feel equal regardless of their gender and we hope this is felt by all and is evident to our customers in the interactions with our team members both instore and online. The purpose of this report is to ensure that within Harry Corry's we identify and remove any barriers related to gender that may inhibit progression within our organisation. By reporting our gender pay statistics we hope this will show our support and commitment to our employees, raise morale, encourage new applicants to apply to work for a company that values each individual and provides equal pay and opportunities, and to reaffirm our commitment and support of equality. The following information is in accordance with the standards set out in the Gender Pay Gap Information Act 2021 (Ireland).

Due Diligence

At Harry Corry, we are a welcoming, inclusive and a flexible workplace. Our people are at the heart of our business. We champion personal development and actively encourage and support internal progression opportunities for all our employees. Our work force has traditionally been made up of a majority of female staff. We believe this is reflective of our friendly and flexible approach, supporting our colleagues in finding a work-life balance that works for them.

This report is a snapshot of our gender pay gap, across our 26 stores in Ireland, in the 12-month reporting period up to 17th June 2023. In 2022 across our stores in Ireland, there was an immaterial difference in the total earned by women over men. On average our female employees earned €1.019 for every €1 our male employees earn. This year, in 2023 we are proud to report we have maintained these standards, with our female employees earning on average €1.016 for every €1 our male employees earned. We again believe this reflects our commitment to our people and our focus on developing an inclusive workplace where everyone feels valued. All of our actions strive to ensure our colleagues feel supported and know that we understand their needs. We rely on our people, our customers and our communities, we couldn't do what we do, without you!

As ever we want to say a huge thank you to all our colleagues across the business for their commitment to being the difference for each other, for our customers and for the Company.



Willie Corry
Director



John Corry
Director



Anne Hill
Director

What is the Gender Pay Gap?

The Gender Pay Gap is different to an equal pay comparison. Equal pay relates to men and women being paid equally for the same, similar or equivalent work, whereas the **Gender Pay Gap Report looks at average pay comparisons between men and women, across a broader comparison group, regardless of the nature of their work.**

We are committed to ensuring we pay our people fairly and equally, regardless of gender, and to paying appropriately for the role they carry out. We benchmark our roles and associated pay using market data sources and we review our pay framework on an annual basis.

This report focuses on the Gender Pay gap and covers all our Harry Corry colleagues in the Republic of Ireland.

Measuring Gender Pay

Our Gender Pay Gap has been calculated using the mechanisms that are set out in the *Gender Pay Gap Information Regulations 2022*. Under these regulations the Gender Pay Gap is defined as the difference between the median and the mean hourly rates of remuneration that men and women receive.

There are several variables that can impact on the Gender Pay Gap figures, including differing rates of pay, variations in contracted hours and the number of hours worked before and after the pay increase that was awarded to all employees in Ireland in March 2023.

Equal opportunity for women and men

This Gender Pay Gap Report sets out where we stand in 2023.

A negative gender pay gap means that, on average, women's gross hourly earnings are higher than those of men. A positive gender pay gap means that, on average, men's gross hourly earnings are higher than those of women.

This is our second year reporting on our Gender Pay Gap and this is the second year we have had a Negative Pay Gap, with our female employees earning marginally more than our male employees.

| | 2023 | | |
|-----|-------------------|-------|------------------|
| Pay | Mean Gap -1.6% | Bonus | Mean Gap -17% |
| | Median -0.3% | | Median -54% |

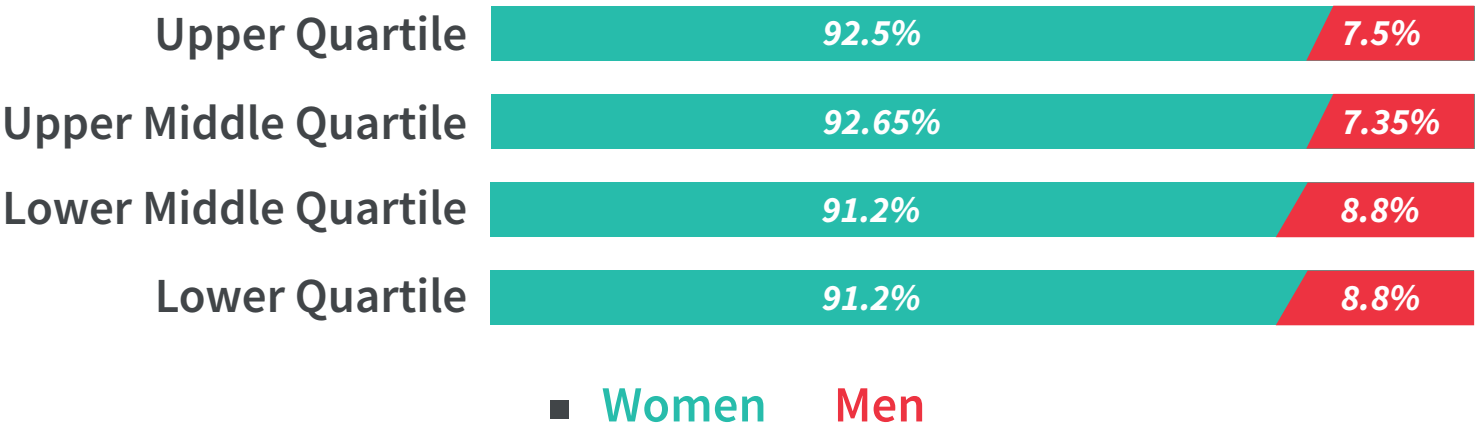


Our Pay Quartiles

Pay quartiles are calculated by listing the pay rates for all colleagues from lowest to highest, before splitting them into four equal-sized groups. The proportion of male and female colleagues that appear in each group is then calculated.

The percentage of women in each pay quarter

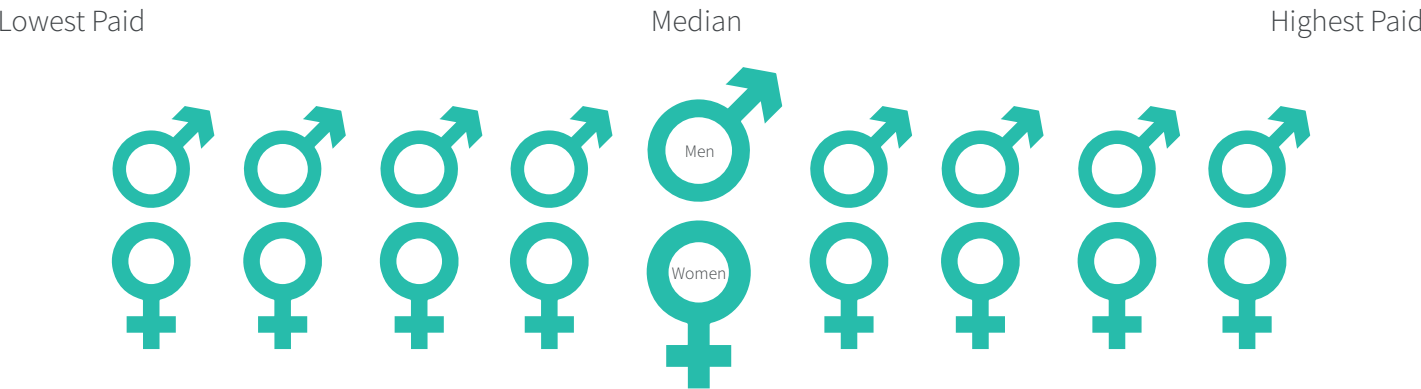
In this organisation women occupy **92.5%** of the **highest** paid jobs and **91.2%** of the **lowest** paid jobs.



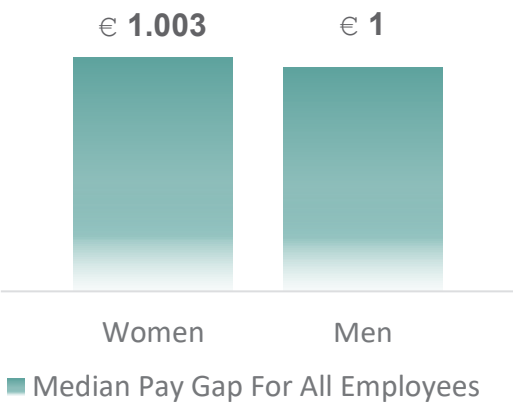
Hourly Pay Gap

The median Pay Gap

If we lined up all our female employees in order of how much they were paid (by the hour) and all our male colleagues in another, the median of each group would be the middle person in the line. The median Gender Pay Gap is the difference in pay between the middle female and the middle male.



Median Gender Pay Gap 2023 **-0.3%**
In this organisation women earn €1.003 for every €1 that men earn when comparing **median** hourly pay. Their median hourly pay is **0.3%** higher than men.



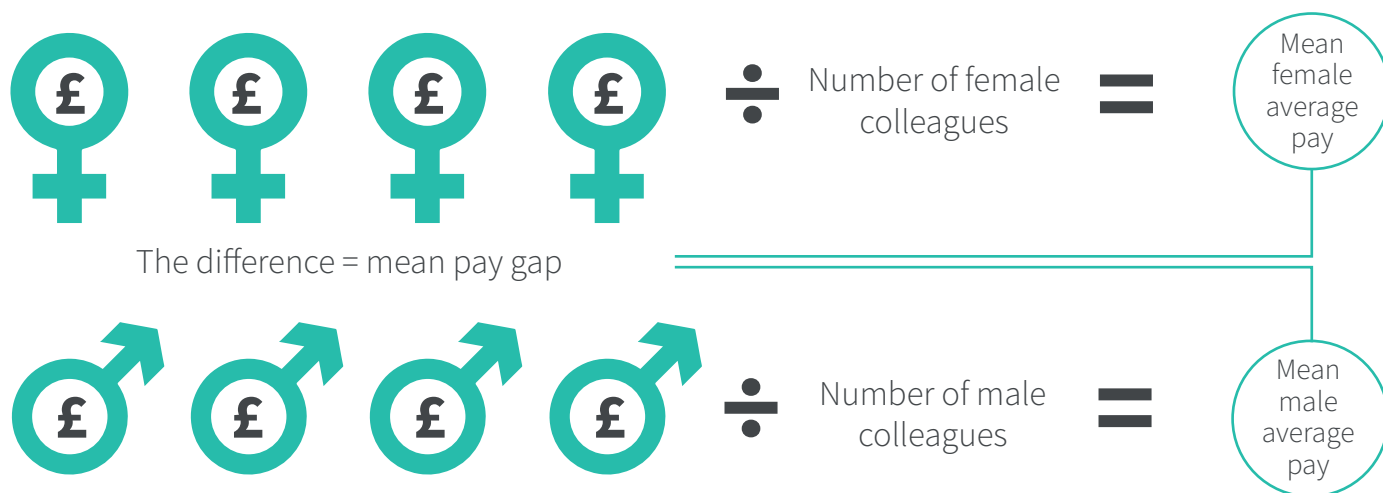
The **median** gender pay gap for part time employees is 0.0%
The **median** gender pay gap for temporary employees is +0.2%

Temporary Employees

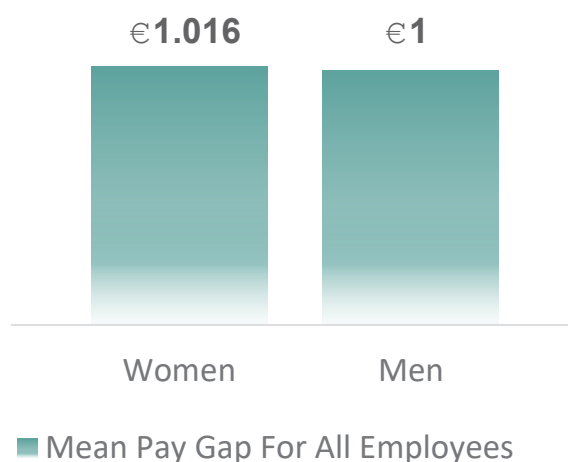
Taking into consideration geographical differences in the cost of living, our rates of pay vary accordingly. During the reporting period there was a variation, in line with their geographical locations, between our male temporary employees and our female temporary employees. This resulted in the median male earning 0.2% more than the median female. The median female employee earned 99.8 cents for every €1 the median male employee earned.

The mean Pay Gap

The mean pay gap shows the difference in average hourly pay for women compared to the average hourly rate of pay for men.



Our **mean** (average) gender pay gap stands at -1.6% for 2023, meaning our female employees earn, on average, a 1.6% higher wage. Female employees earned €1.016 for every € that male employees earned.



The **mean** gender pay gap for part time employees is 0.0%

The **mean** gender pay gap for temporary employees is +0.6%

Temporary Employees

As with the median gender pay gap for temporary employees, during the reporting period there was a variation, in line with their geographical locations, between our male temporary employees and our female temporary employees. This resulted in women on a temporary contract earning 99.4 cents for every €1 that men on a temporary contract earn, when comparing their **mean** hourly pay.

Bonus Pay Gap

In this organisation women earn €1.54 for every €1 that men earn when comparing **median** bonus pay. Their median bonus pay is 54% higher than mens.

When comparing **mean** (average) bonus pay, women earn €1.17 for every €1 that men earn. Women's mean bonus pay is 17% higher than men's.

54%
Median

17%
Mean

Who received bonus pay?

100% of women

100% of men



Women received
a bonus



Men received
a bonus

The Company provided a discretionary Christmas Bonus which equated to one week's gross wages for all employees who qualified. This was made available to employees who worked during the busy trading period up to December 2022.

Of the relevant employees for this snapshot period, 100% of those that were employed at the time the bonus was announced, received this discretionary Christmas bonus.

Benefits in Kind

During the reporting period, none of the relevant employees received benefits in kind.

Women= 0%, Men= 0%

Our commitments for 2024

As a leading home furnishings retailer, it is our responsibility to our colleagues, our customers and our communities to champion an inclusive and welcoming culture. We value all of our colleagues and we are pleased to see that our Gender Pay Gap figures continue to reflect our commitment to placing them at the heart of our business. Our commitment to our teams however goes much further than solely ensuring everyone is paid fairly regardless of Gender.

We want our people to be proud to say they work at Harry Corry and to feel valued, to feel comfortable to be themselves at all times and to feel free to discuss their individual needs with us. Year on year we invest in wellbeing and resilience training and You are the Difference training programme, to equip our teams with the knowledge and support to develop themselves and their careers in line with their own personal interests and aspirations. We consistently invest in our employees assistance programme, we provide tailored coaching opportunities and we have also provided menopause awareness training for our managers to further support them and their teams.




As we look towards 2024, we continue our investment in a range of complimentary training, including Dignity and Respect e-training for all employees as well as Equality and Diversity training for managers. Additionally, our teams will be receiving refresher training on Modern Slavery, ensuring our strong stance against Modern Slavery continues to be championed by every member of Harry Corry Ltd.

We welcome the Government’s commitment to developing employee friendly legislation in the Work Life Balance and Miscellaneous Provisions Act 2023 which we believe will only serve to compliment what we already do in supporting our colleague’s individual and everchanging needs.

We are proud to provide flexible and part time working opportunities throughout the Company and to nurture an inclusive work place culture ensuring that Harry Corry is a diverse company where everyone feels welcome, valued and comfortable throughout their career with us.

We will continue to be guided by the needs and interests of our people and develop our policies, training and support systems in line with their evolving needs and we aim to continue as an employer of choice, engaging with our colleagues and being recognised, internally and externally, for our inclusivity and fairness.

We confirm that the information contained within this report is accurate and in-line with Government Reporting Regulations.

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| Willie Corry Director | John Corry Director | Anne Hill Director |

