

Harry Corry

GENDER PAY GAP REPORT

2024 (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 careers 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 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 15th June 2024. This is our third year publishing our Gender Pay Gap Report (Ireland) and we are proud that we have continued to maintain the same standards reflected in our previous reports. In 2024 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. 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 2024.

Equal opportunity for women and men

This Gender Pay Gap Report sets out where we stand in 2024.

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

	2024		
Pay	Mean Gap -1.91%	Bonus	Mean Gap -30%
	Median -0.26%		Median -118%

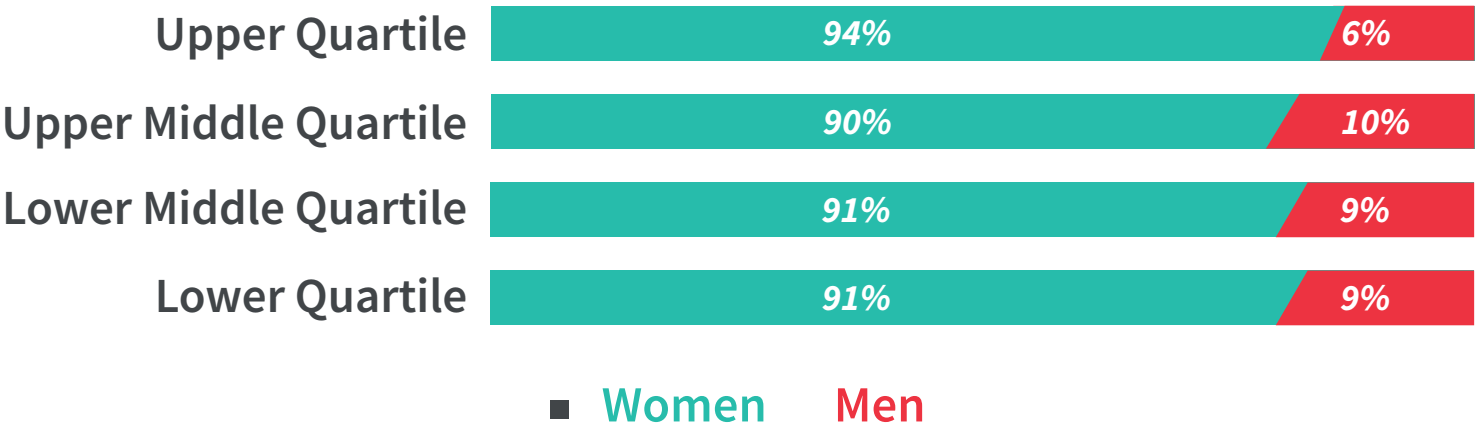


Our Pay Quartiles

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 **94%** of the **highest** paid jobs and **91%** of the **lowest** paid jobs.

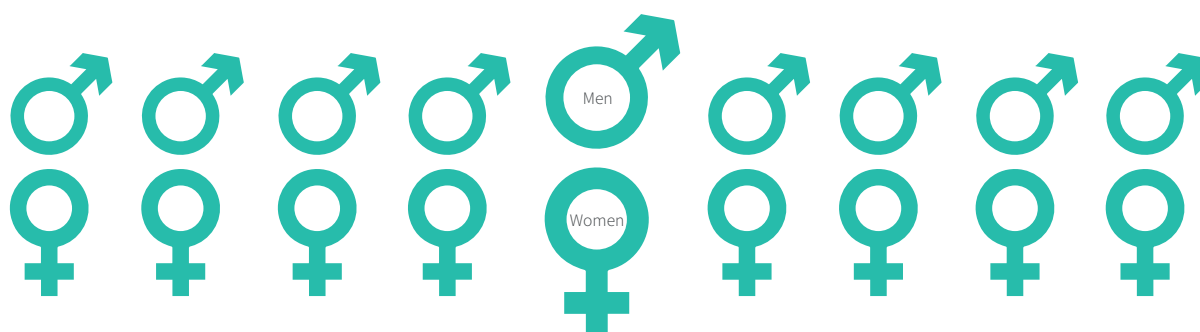


The median Pay Gap

Lowest Paid

Median

Highest Paid



In this organisation women earn €1.0026 for every €1 that men earn when comparing **median** hourly pay. Their median hourly pay is **0.26%** higher than men.



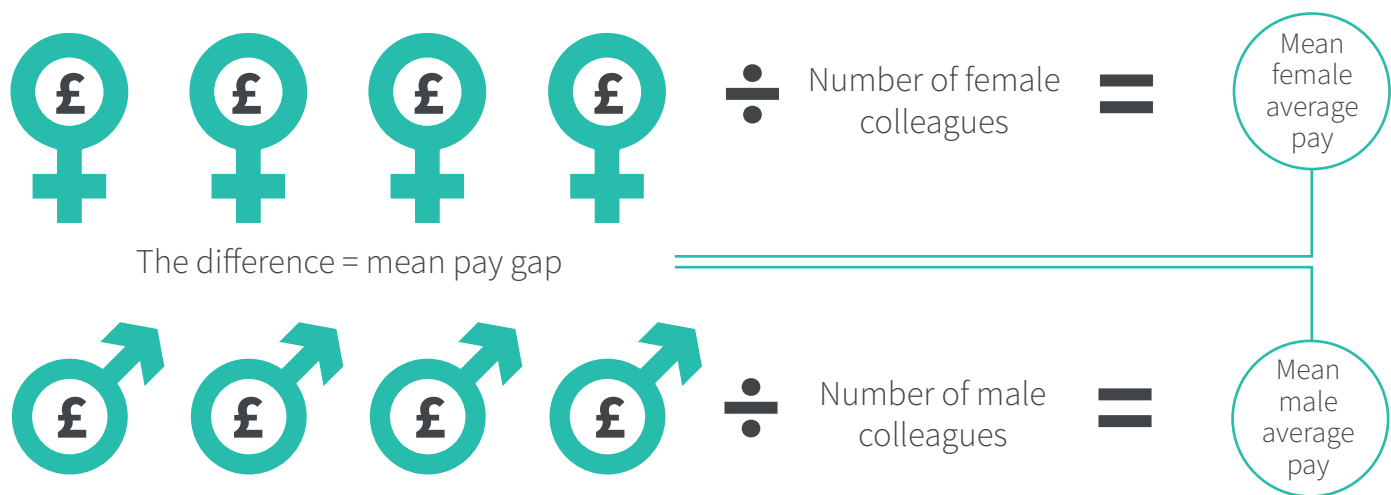
The **median** gender pay gap for part time employees is -0.22%
The **median** gender pay gap for temporary employees is +1.32%

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 1.32% more than the median female. The median female employee earned 98.7 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 -1.91% for 2024, meaning our female employees earn, on average, a 1.91% higher wage. Female employees earned €1.0191 for every €1 that male employees earned.



The **mean** gender pay gap for part time employees is 0.47%
The **mean** gender pay gap for temporary employees is +0.71%

Part Time Employees

During the reporting period there was a marginal difference in what our male part time employees earned compared to our female part time employees. This is likely due to a combination of a variation in the geographical locations of the relevant employees and a difference in the number of hours worked by the relevant employees before and after the pay increase awarded to all employees in March 2024. This resulted in women on a part time contract earning 99.5 cents for every €1 that men on a part time contract earn, when comparing their mean hourly pay.



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 99.3 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 €2.18 for every €1 that men earn when comparing **median** bonus pay. Their median bonus pay is 117.86% higher than mens.

When comparing **mean** (average) bonus pay, women earn €1.30 for every €1 that men earn. Women's mean bonus pay is 30.04% higher than men's.

117.86%
Median

30.04%
Mean

Who received bonus pay?



Of women received
a bonus



Of 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 2023.

As women make up 91.6% of the relevant employees, and men make up 8.4% on the relevant employees, the bonus pay gap results may be skewed by a small sample size of male employees.

Of the relevant employees for this snapshot period, 100% of those that were employed at the time the bonus was paid 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 2025

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. We have a long-standing Harry Corry family with over 40% of our employees (ROI, NI, SCO) having worked for the Company for over 5 years, and 25% for 10 years or more. We believe this reflects our commitment to our people.

As a Company we value continuous improvement, striving to look for any small steps we can take to improve on what we are doing. We continue to invest in wellbeing and resilience, dignity and respect and the You are the Difference training programmes, 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 also provide an employee assistance programme and tailored coaching opportunities to further support our colleagues.

As we look towards 2025, we continue our investment in a range of complimentary training, with our managers participating in the Carver Coaching programme and the Thinking Environment training. We hope this will provide them with additional skills, knowledge and awareness that will benefit them and the support they provide for their teams.

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.



Willie Corry
Director



John Corry
Director



Anne Hill
Director



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