



GENDER PAY GAP REPORT 2023

INDUSTRY LEADING FOR A
SECOND YEAR

**LIFE
STYLE
SPORTS**





INTRODUCTION

As an industry leader within the Irish retail market, Life Style Sports is delighted to share that for the second year in a row, our gender pay gap is less than zero. As the only sporting retailer to achieve a negative result in 2022, our results for 2023 solidify the Brand's commitment to its team's balance and well-being across all business areas.





WHAT IS THE GENDER PAY GAP?

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WHAT IS THE GENDER PAY GAP?

To start off, it's important to acknowledge that **Equal Pay** and the **Gender Pay Gap** are two separate things.

EQUAL PAY

means men and women performing equal work should receive equal pay.



GENDER PAY GAP

refers to the difference between men and women's average hourly pay across an organisation. It's usually expressed as a percentage.

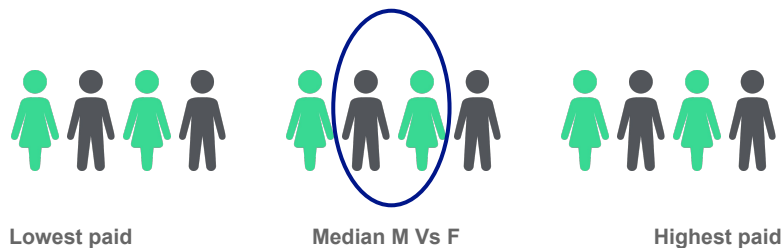




MEDIAN AND MEAN PAY EXPLAINED

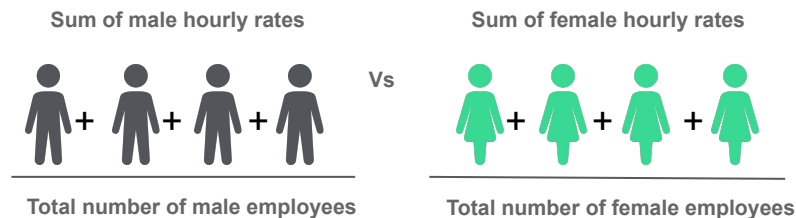
MEDIAN SALARY

refers to the exact middle of all the salaries earned



MEAN SALARY

refers to the average salary across our business





OUR DATA

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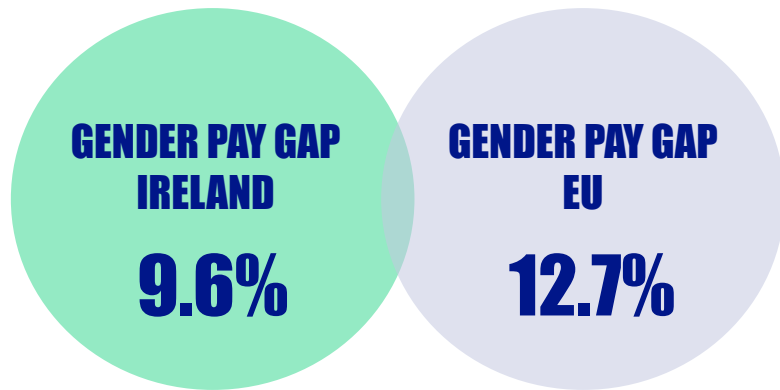




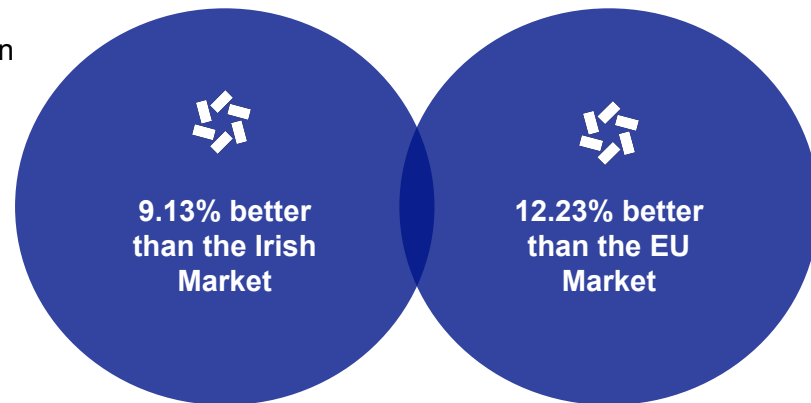
OUR DATA

Last year's average Gender Pay Gap in Ireland was estimated to be 9.6%, according to the Central Statistics Office, while the EU average sat at 12.7% in 2021. This year, our figure of **-0.47%**, means we are, on average, 9.13% better than the Irish Market and 12.23% better than the EU market regarding the Gender Pay Gap.

For the second year running, our Gender Pay Gap figure has been less than zero. The 2023 figure vs the 2022 figure has risen from -1.82% to -0.47%.



LIFE STYLE SPORTS ON AVERAGE



SOURCES: CSO

<https://www.cso.ie/en/releasesandpublications/ep/p-ses/structureofearningsurvey2022/genderpaygap>

European Commission:

https://commission.europa.eu/strategy-and-policy/policies/justice-and-fundamental-rights/gender-equality/equal-pay/gender-pay-gap-situation-eu_en



OUR DATA AT A GLANCE

Life Style Sport's gender pay gap data was collected as a snapshot average on 15th June 2023. At this time, there were 583 team members across the business (excluding Northern Ireland), of which 352 (60%) were female and 231 (40%) were male.

583



TEAM MEMBERS

352



FEMALE

60%

231



MALE

40%



OUR DATA AT A GLANCE

GENDER PAY GAP BY

	MEAN	MEDIAN
Hourly Rate	-11.18%	-0.47%
Bonus	-22.8%	-103.43%
Hourly Rate Part Time	1.33%	0.62%
Hourly Rate Temp Contractor	0%	0%

POPULATION BY PAY QUANTITIES

		MALE	FEMALE
Lower	Q1	36.18%	63.82%
Lower Middle	Q2	51.97%	48.03%
Upper Middle	Q3	47.37%	52.63%
Upper	Q4	29.61%	70.39%

BONUS PAID PROPORTIONS

	MALE	FEMALE
Hourly Rate	6.37%	8.86%

BIK PAID PROPORTIONS

	MALE	FEMALE
	1.59%	2.52%



OUR CULTURE

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OUR CULTURE



The opportunities we give everyone across our organisation, the flexible working culture we continue to support in-store and in our Brand Centre, and our focus on inclusion and fairness demonstrate our three core Brand values of Social, Inspirational, and Fearless.

One of our key Brand pillars is Leading with Her. One of our primary goals as a business is to support and keep girls in sports. This, paired with our appreciation for diversity and the opinions of females, makes our working environment naturally attractive to women.

When our data was collated, we had 72 team members across our Brand Centre. This is split into 53 (74%) females and 19 (26%) males.

Of 71 store managers, deputy managers and team managers, 54 (76%) were female, and 17 (24%) were male.

At a store team level, 254 (56%) were female, and 195 (44%) were male.

