



**Republic of Ireland**

**Gender Pay Gap Report 2023**



# Introduction

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BoyleSports is a Betting and Gaming Company which operates Retail betting premises across the Republic of Ireland, Northern Ireland, the Isle of Man and Great Britain. BoyleSports also operates fully regulated online and telephone betting and gaming businesses in multiple jurisdictions.

BoyleSports is committed to the principles of equal opportunities and equal treatment for all colleagues. This comes through in our company values that have been part of our culture for many years: Personal, Fearless, Excellence and Dynamic.

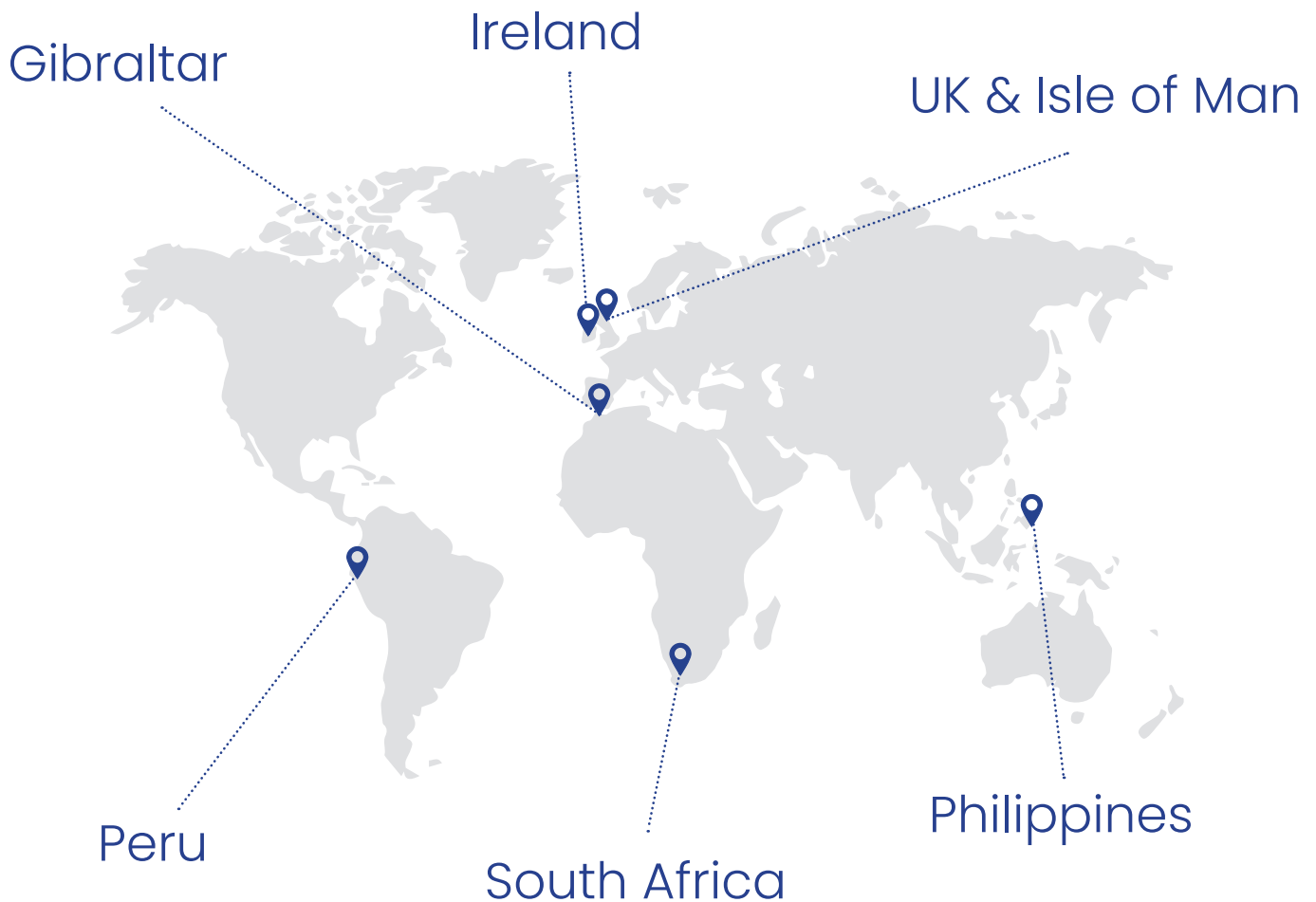
Being inclusive and having a diverse workforce is vital to our success. There is a wealth of research that shows diverse businesses perform better – through greater innovation, better decision making, and attracting and keeping great people leading to better financial performance, increasing market share, and the ability to diversify into new markets.

Our ambition is to make sure everyone at BoyleSports feels valued, respected and included. Inclusion is embedded in everything we do, because we know when we feel respected and heard, we do our best work.



# Our Locations

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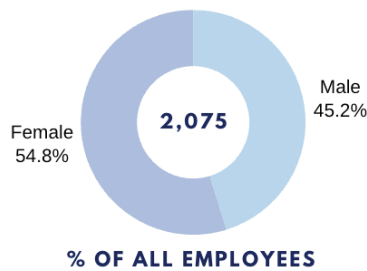


It is worth noting that some of our colleagues are employed outside of the Republic of Ireland, in location such as Northern Ireland, Great Britain, Gibraltar, Philippines, Peru and South Africa. Therefore, their data have not been included in this report. This is important to note as our Senior Management Team at BoyleSports has a 50% female representation, however, 20% of that female representation are based outside of the Republic of Ireland, and their data have not been included in the report.

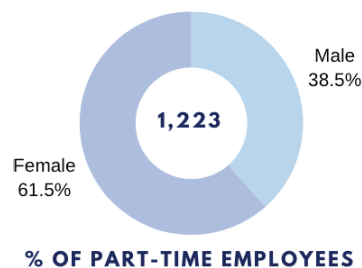


## Our Employee Population

This report consists of employees who are employed in our head office and our retail stores in the Republic of Ireland. The total headcount for head office and retail was 2,075 as at the snap shot date of 30th June 2023. Of this, 45.2% employees are male and 54.8% are female, meaning over half of our workforce are female.



1,223 of these colleagues are employed part-time, with a split of 38.5% males and 61.5% females.





## How do we calculate our Gender Pay Gap?

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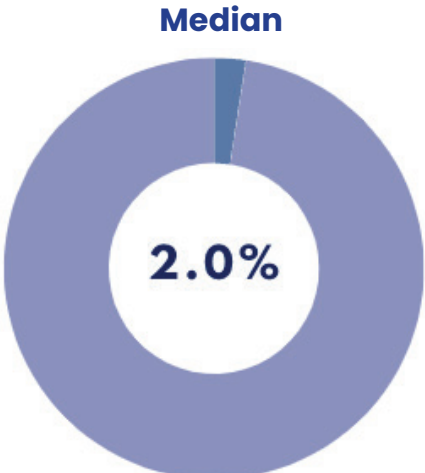
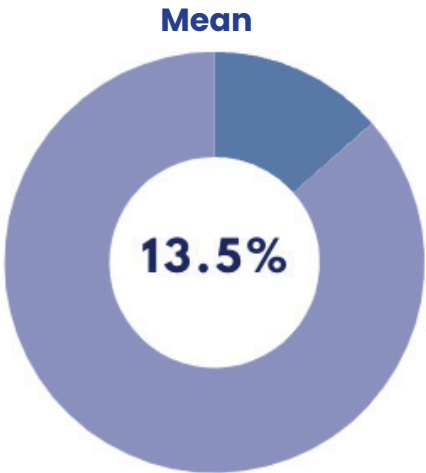
Picture all of our female colleagues standing in a straight line in order of hourly pay rate, and picture all male colleagues do the same. The median gender pay gap is the difference in pay between the female in the middle of their line, and the male in the middle of their line.

The “mean” is just another word for “average”. To calculate the mean gender pay gap, firstly we add up all the hourly pay rates for our female colleagues and divide by the number of female colleagues to find their mean hourly rate of pay. We then do the same for male colleagues and the mean gender pay gap is the percentage difference between the two figures.

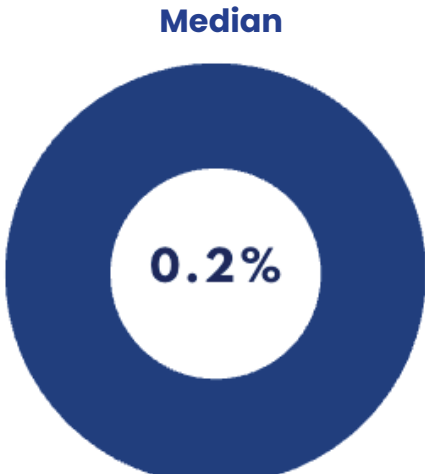
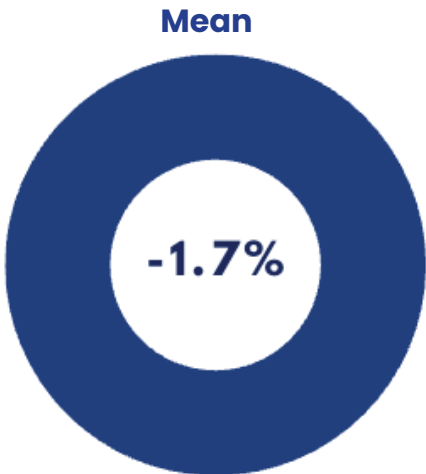
# Mean and Median Gender Pay Gap (Hourly)



## ALL Employees



## Part-Time Employees



The mean and median hourly pay gap has reduced from what was report for 2022, which is a good reflection of our efforts to improve the diversity at BoyleSports.

# Bonus

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Of colleagues who received a bonus between 1st July 2022 to 30th June 2023, the proportion split is:



**44.7%**



**55.3%**

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## Bonus Gender Pay Gap %

Mean

**60.0%**

Median

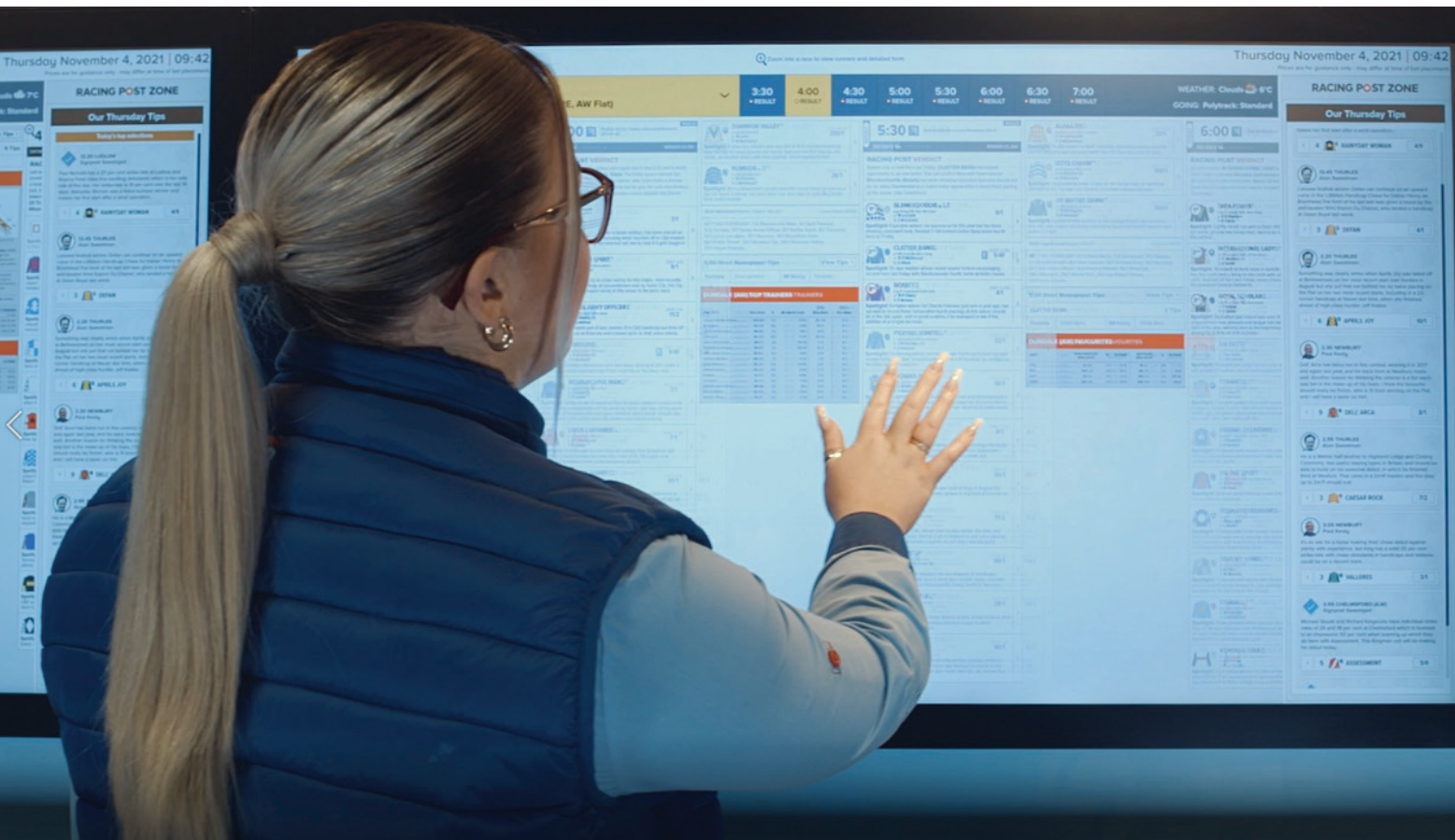
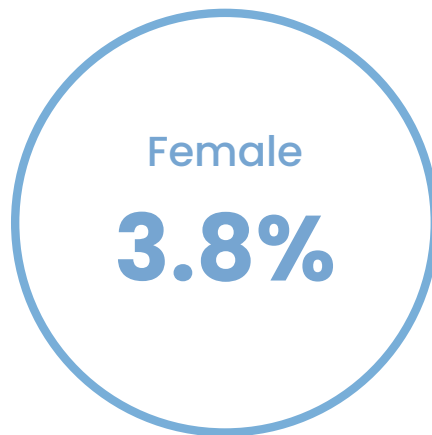
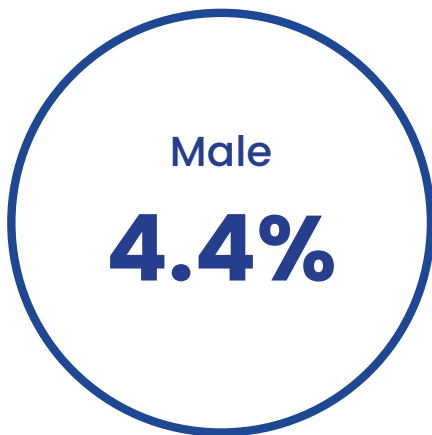
**19.5%**

This includes all Head Office and Retail colleagues in the Republic of Ireland, who received a bonus during the reporting period.

# Benefit In Kind

What is it?: This is showing the proportion of relevant employees of the male and female gender who were paid benefits-in-kind expressed as a percentage of relevant male or female employees.

## % Receiving Benefit In Kind

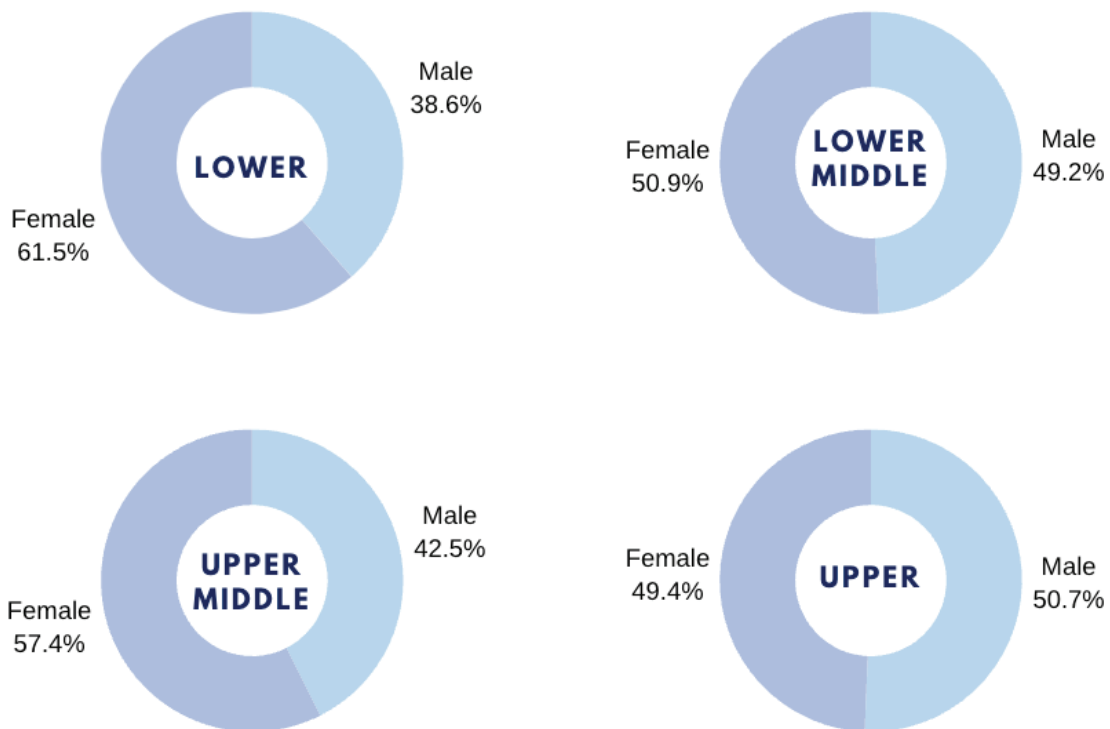




# Pay Quartiles

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**WHAT IS IT?** The split of female and male colleagues in each quartile is calculated by listing all our colleagues from the lowest paid to the highest paid. Then they are split into equal groups.



It is worth noting that the male and female split has evened out even more compared to what was reported last year. Also, the number of females in the upper quartile has increased (by 2%) in comparison to last year's Gender Pay Gap report, which is a positive reflection of our efforts to improve the diversity in senior management at BoyleSports.

To ensure we continue to attract diverse candidates, we are currently carrying out a comprehensive job evaluation and benchmarking exercise across the business so that we can ensure remuneration continues to be paid equally. We are also creating a new career portal to attract even more great candidates. We have built a great reputation for allowing colleagues to grow their careers and every year we have seen many employees progress internally into new roles and departments. We will continue to invest in employees development thus ensuring all colleagues have the opportunity to maximise their potential. We will continue to listen to our colleagues' ideas and contributions on how we can foster diversity and inclusivity in every aspect of our business through our employee forums.





Don't just bet.  
Choose Wisely.

## Our Company Values

MAKE  
**PERSONAL**  
CONNECTIONS

STAY  
**DYNAMIC**

BE  
**FEARLESS**

STRIVE FOR  
**EXCELLENCE**