

Σntain

Republic of Ireland

# gender pay gap report

2023

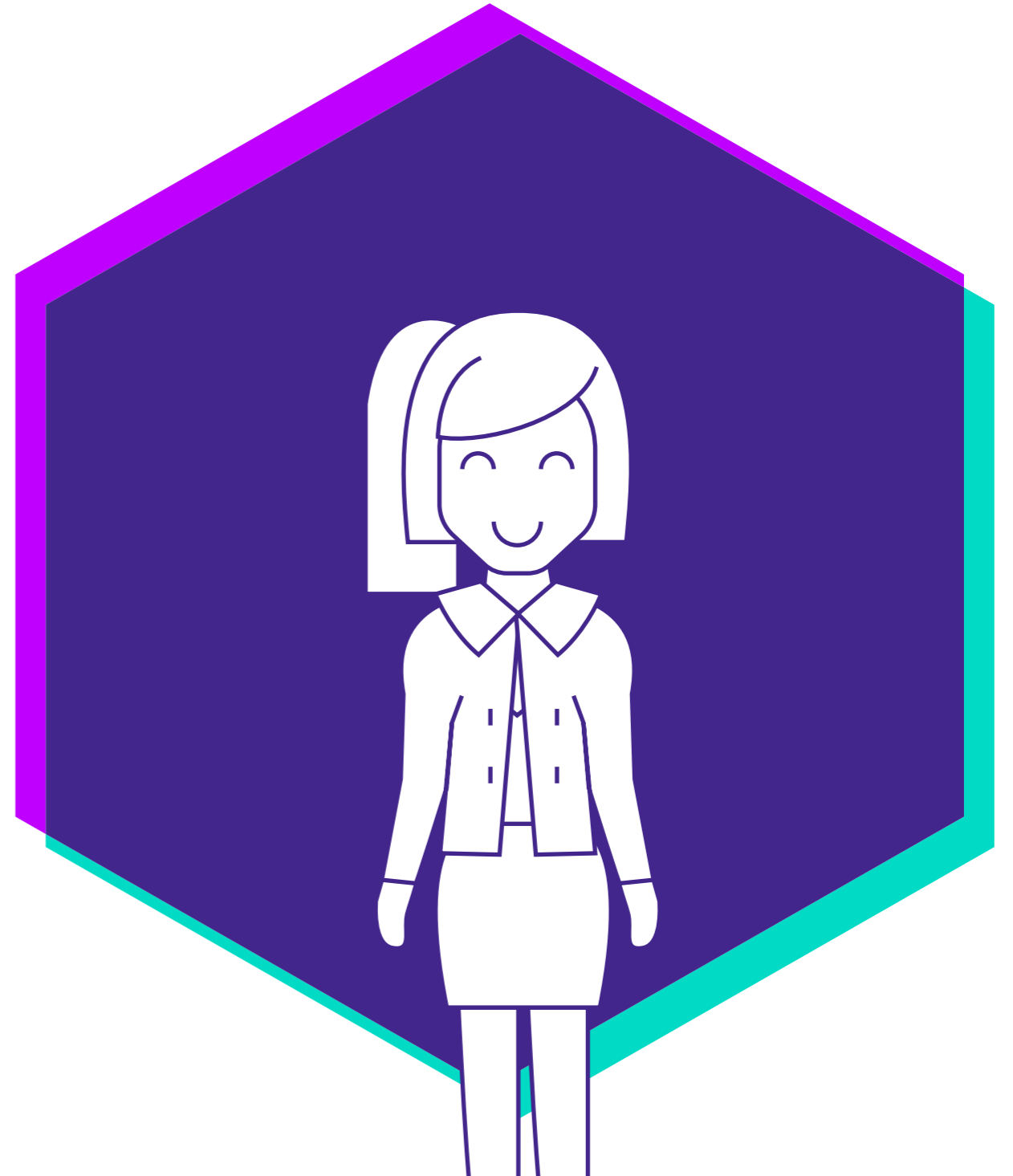


# Why diversity and inclusion is important to us

Entain is a world leader in sports betting and gaming with a clear strategy to deliver growth underpinned by a leading approach to sustainability. We believe that diversity, equity, and inclusion (DE&I) are essential to the success of our business.

Our goal is to attract, engage and retain the best talent globally, bringing the best thinking to our business from inside and outside of our sector. Our ambition is to make sure everyone at Entain 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.

“ We believe that diversity, equity, and inclusion (DE&I) are essential to the success of our business.”



# Welcome to our 2023 Gender Pay Gap Report for the Republic of Ireland

As Retail Operations Director, I am proud that we demonstrate strong inclusion and pay gap figures across our workforce in the Republic of Ireland. Ireland's national gender pay gap was 9.6% in 2022<sup>1</sup>, so a mean gender pay gap of 1.7% is a positive reflection of the gender diversity in our team.

Tackling inequalities and creating a diverse and inclusive business is an essential part of our sustainability strategy, and we have always strived to promote colleagues from within the business. This is reflected in the strong representation of female colleagues in each pay quartile across our Irish retail estate, with women representing 67% in the upper quartile. Most of our managers and senior team have grown within Entain and they strongly support new talent coming through.

But we can, and must, keep doing more. Companies like Entain have an opportunity to reshape the world of work, and we take this responsibility very seriously. Whether we are supporting all women with our Women@Entain network or launching our new Menopause policy, we know we are on the right road, but it is just the start.

**Joanne Moran** Retail Operations Director UK & Ireland

 Tackling inequalities and creating a diverse and inclusive business is an essential part of our sustainability strategy.”

<sup>1</sup> Central Statistics Office (CSO). Structure of Earnings Survey 2022. [Available here.](#)



# 1.7%

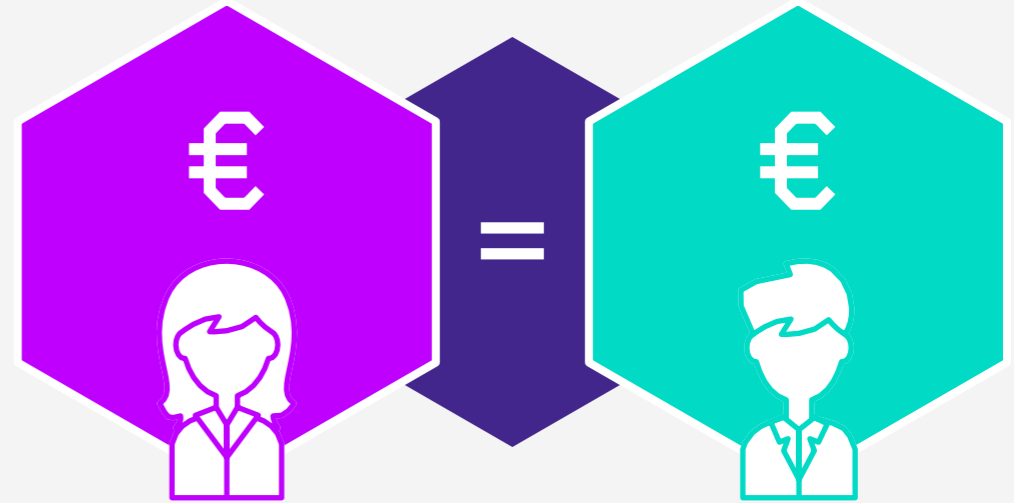
Our mean hourly pay gap in the Republic of Ireland

# The difference between Gender Pay Gap and Equal Pay

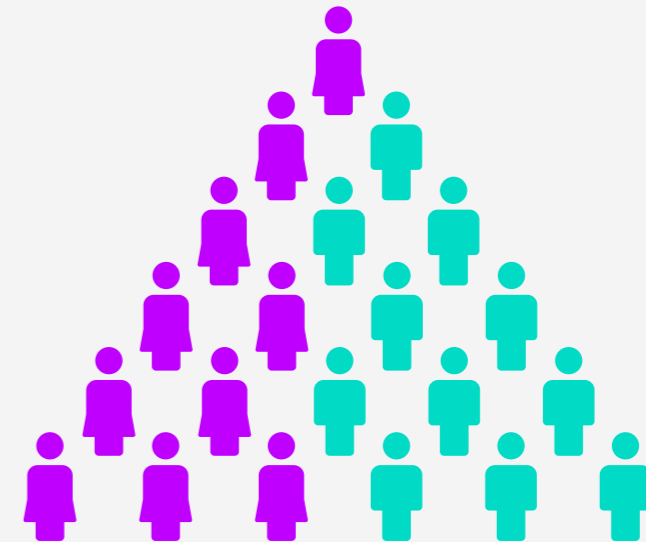
The **gender pay gap** is different from the issue of equal pay, which is governed in Ireland by the Employment Equality Act. A gender pay gap shows the difference between the average earnings of men and women over a period of time, irrespective of their role or seniority, whereas unequal pay explains the pay differences between two individuals or a group of workers carrying out the same or comparable work.

**Unequal pay** – paying women less because of their gender – is unlawful. The gender pay gap is a measure of economic inequality for women in today's labour market. A gender pay gap can be driven by several factors including a lack of women in highly paid leadership roles and an overrepresentation of women in lower-paid and part-time positions.

Equal Pay



Gender Pay Gap\*

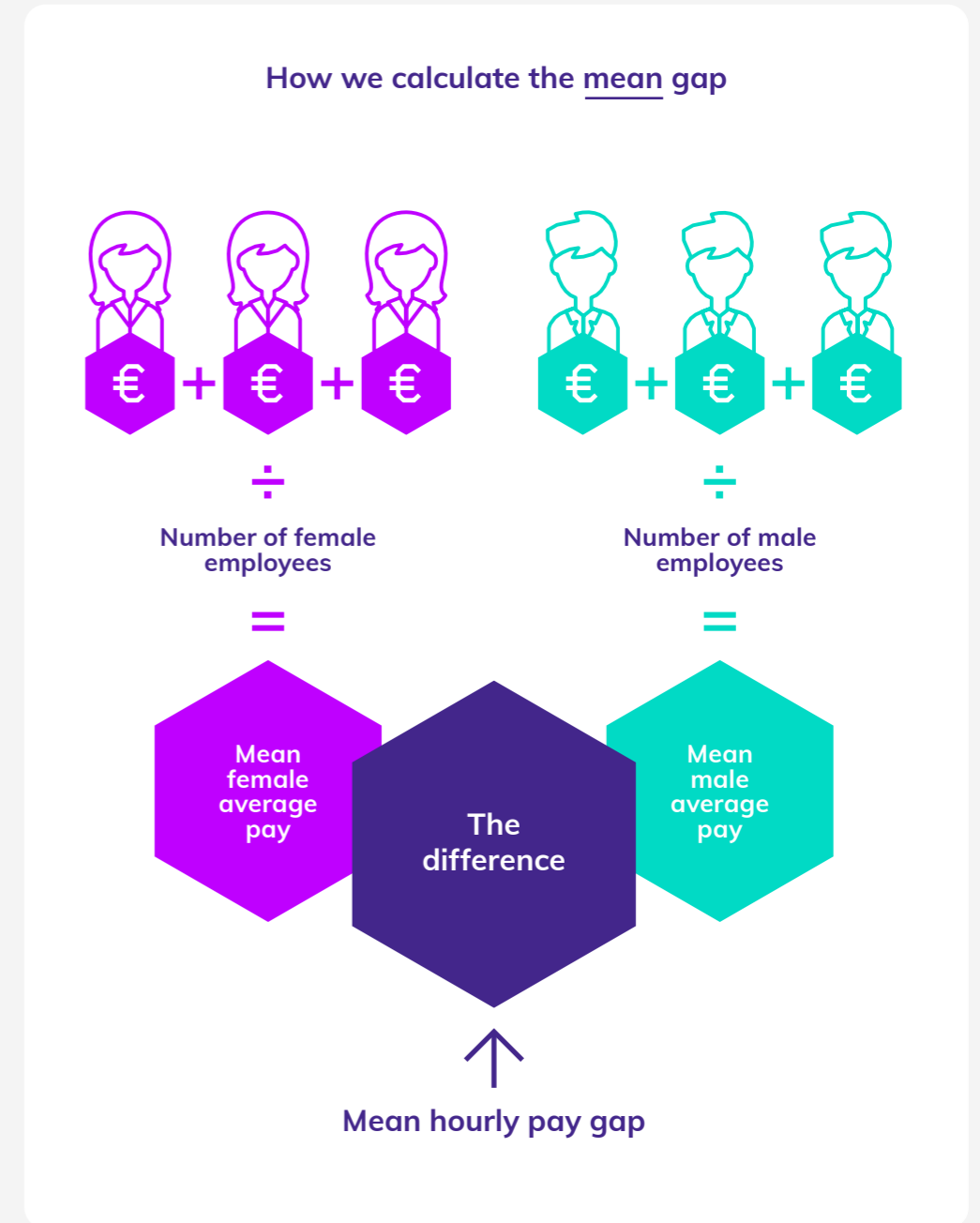
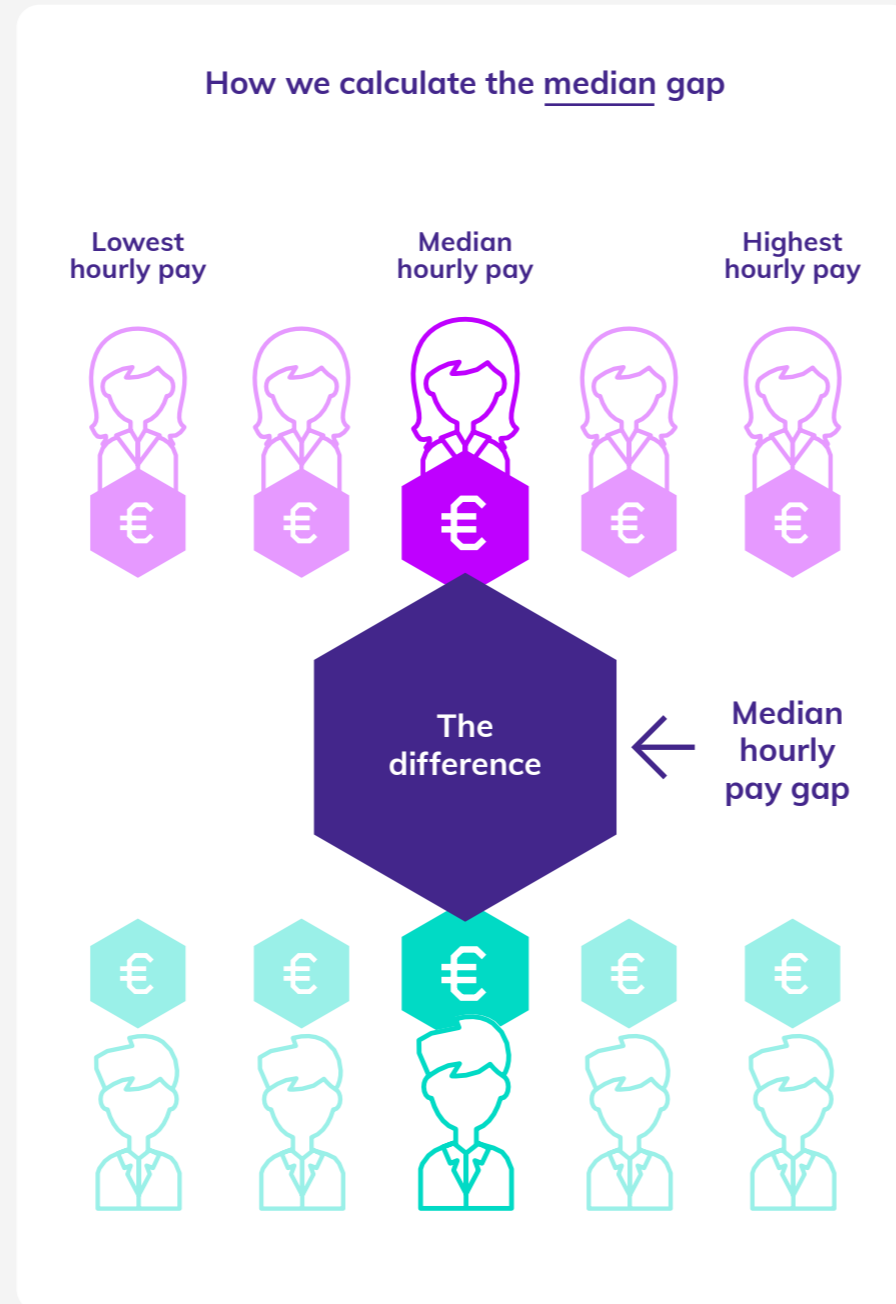


\* For representation purposes only.

# How we calculate the Gender Pay Gap

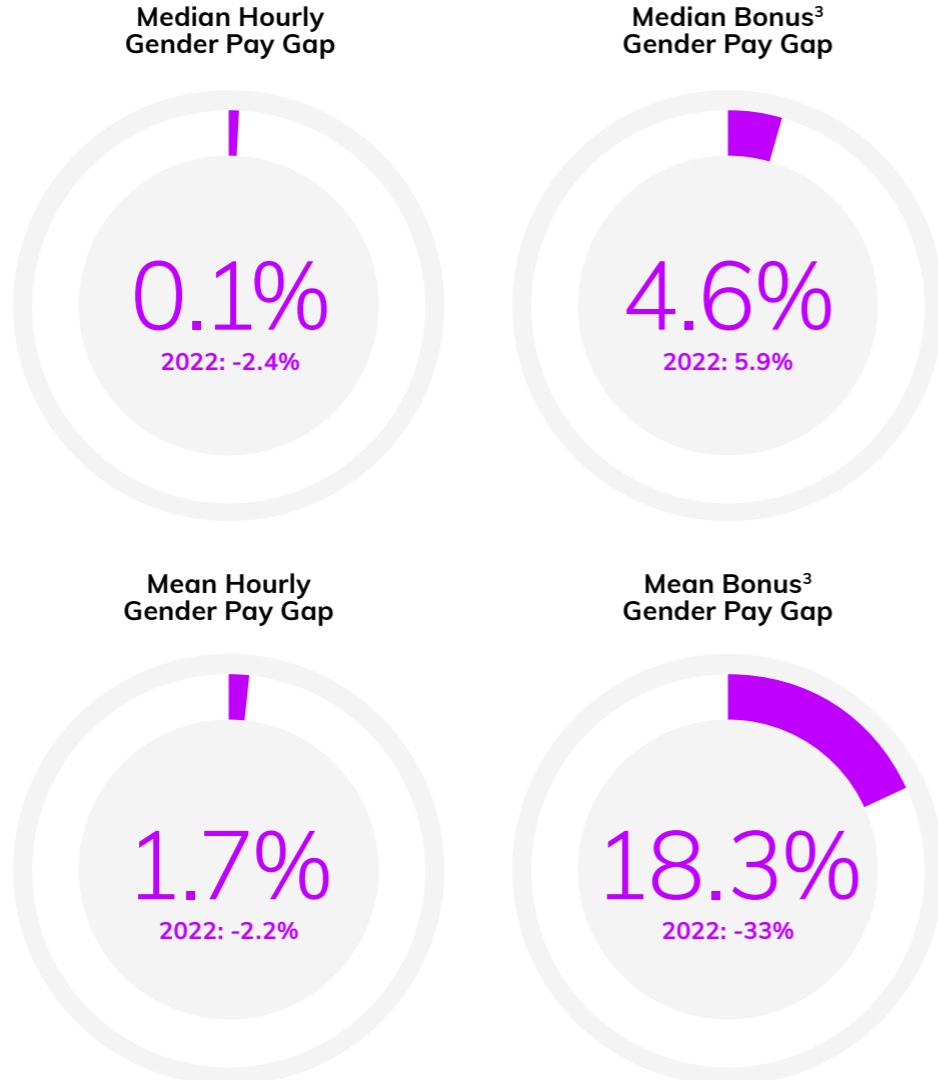
Imagine all our female colleagues standing in a line in order of hourly rate of pay, and imagine all our male colleagues doing the same. The median gender pay gap is the difference in pay between the female in the middle of their line and the male in the middle of their line.

The “mean” is often called the “average” in everyday language. 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. For example, an average male pay of £100 per hour and an average female pay of £85 per hour would indicate a gender pay gap of 15%.

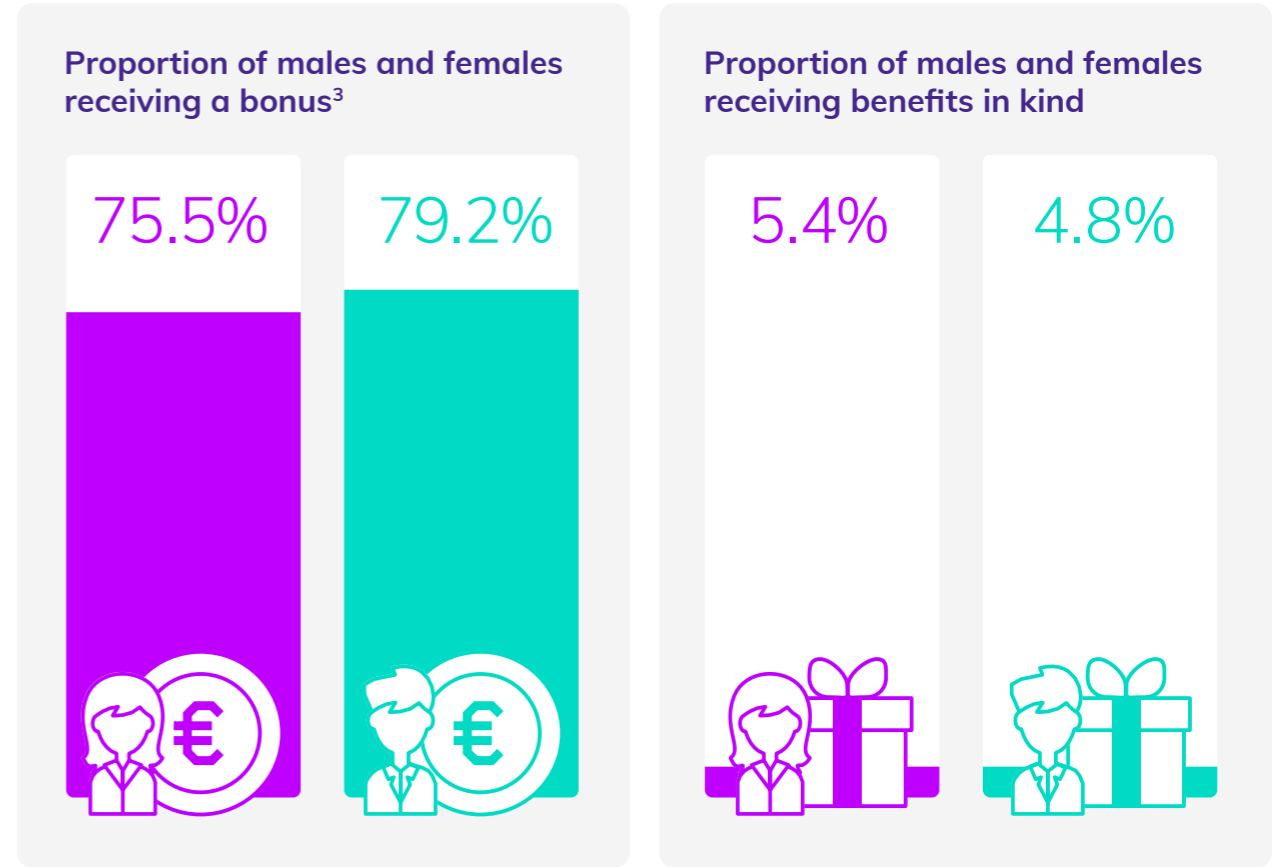


# The figures

The 2023 gender pay gap figures<sup>2</sup> for Entain in the Republic of Ireland are:



“Ireland’s national gender pay gap was 9.6% in 2022, so a mean gender pay gap of 1.7% is a positive reflection of the gender diversity in our team.”



<sup>2</sup> Figures cover all Entain employing entities in the Republic of Ireland for the reporting period covering 25 June 2022 to 24 June 2023.

<sup>3</sup> Our bonus figures are based on the salary bonus, the hourly bonus, and the perks that our colleagues received during the reporting period.

# The figures

The 2023 gender pay gap figures<sup>4</sup> for Entain in the Republic of Ireland are:

Median Hourly Gender Pay Gap for Part-Time Employees



Mean Hourly Gender Pay Gap for Part-time Employees

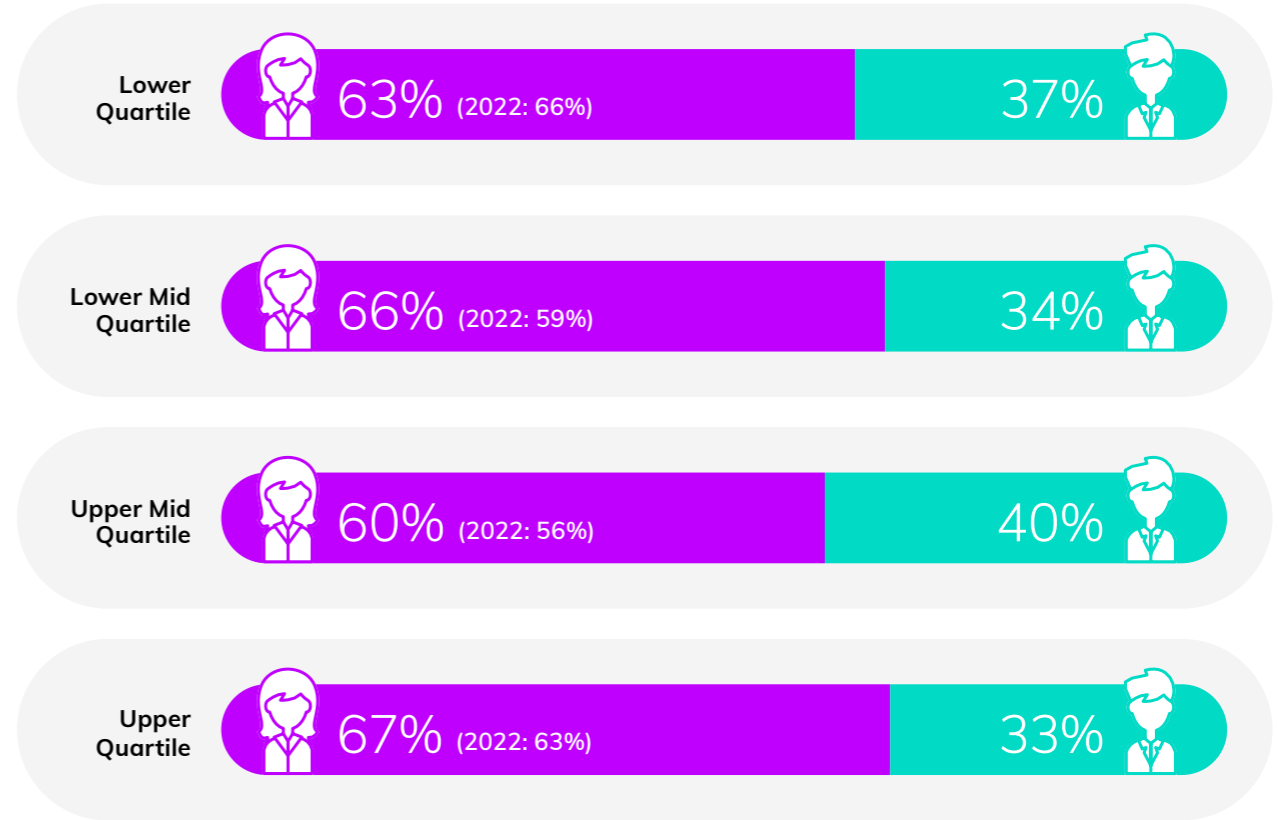


Entain didn't employ any temporary workers in the Republic of Ireland on 24 June 2023, the snapshot date used to calculate the figures in this report. This is why we don't calculate a gender pay gap for this population. We understand the importance of permanent employment for the wellbeing of our colleagues, and we are committed to offering permanent contracts when we can.

<sup>4</sup> Figures cover all Entain employing entities in the Republic of Ireland for the reporting period covering 25 June 2022 to 24 June 2023.

Our ambition is to make sure everyone at Entain feels valued, respected, and included.”

## Proportion of female employees in each quartile



Companies like Entain have an opportunity to reshape the world of work, and we take this responsibility very seriously.”



# Some of our actions to close the gap

Our mean gender pay gap has slightly increased from -2.2% in 2022 to 1.7% in 2023. This remains well below the 2022 national gender pay gap of 9.6%<sup>5</sup>. Our median pay gap also remains close to zero at 0.1%.

Here are some of the initiatives we have implemented to close our pay gap and create a workplace where everyone feels valued, respected, and included:

Our gender pay gap is driven by a mean bonus pay gap of 18.3%. This is mainly due to the proportion of male colleagues in our retail estate who secured and remained in middle and senior management roles with higher bonus opportunities.

Overall, our low gender pay gap figures show that we are successfully attracting, retaining, and growing female colleagues across the business. This is reflected in the high proportion of females across each pay quartile, with women representing 67% in the upper quartile.

However, we remain committed to doing more. Our biggest opportunity to close the pay gap in the Republic of Ireland is to support women in accessing middle and senior management roles across our retail estate.

### Women@Entain

We understand the importance of employee networks in providing a safe space for colleagues with a shared identity or experience. This is why, in 2022, we launched Women@Entain to help female colleagues connect, support, and inspire each other. Women@Entain now counts over 1,500 members and allies across the globe, and we encourage all our people to get involved in this growing community.

### Establish, Enhance, and Elevate

Supporting women into retail management roles is essential to close our gender pay gap in the Republic of Ireland. We shaped the Enhance, Establish and Elevate Your Game initiatives to support all our retail colleagues in progressing their careers at Entain.

The programme targets people at different points in their development journey:

- **Establish Your Game** is designed to focus on our high-performing Customer Service managers, helping them to prepare for a management role through a blend of virtual and eLearning training.
- **Enhance Your Game** is for Shop Managers, Marketplace Managers, and Department Managers, helping them to successfully lead their team.
- **Elevate Your Game** is a tailored leadership development programme delivered by an external provider to our Regional Leadership Teams.

The programme has been a success in preparing and motivating our talent to progress at Entain, and we are proud that most of our management team in Ireland started as Customer Service Managers before growing into senior roles.



<sup>5</sup> Central Statistics Office (CSO). Structure of Earnings Survey 2022. [Available here.](#)



Some of our actions to close the gap ...

### Menopause Matters

On International Women's Day 2023, we launched our first-ever global menopause policy. Our ambition was to create a culture of awareness around menopause-related issues and normalise talking about the symptoms. We also wanted all our managers to understand and support the small changes to working environments that would allow everyone to thrive in their careers, no matter where they are in life.

The policy came along with a global awareness campaign and support for managers in having conversations around the issue. In our Irish retail estate, we organised quarterly *Menopause Cafés*, creating a space for women across all levels of seniority to learn about menopause and discuss their experience. We also launched a *Menopause Hub*, a virtual space with information, resources, and bite-size training for those going through the menopause journey and for managers and teammates wanting information on how to best support them.

### Workplace of Tomorrow

Mental Health Training plays an important role in building an inclusive and supportive workplace for women and all Entain colleagues. Our *Workplace of Tomorrow* programme gives our managers the skills to support the wellbeing of their teams and create a culture of trust and psychological safety. It includes eLearning and a manager guide which serves as a one-stop shop for everything wellbeing. The programme gives managers confidence in handling any sensitive or personal conversations, including on women-related issues such as menopause.



“Overall, our low gender pay gap figures show that we are successfully attracting, retaining, and growing female colleagues across the business.”

Entain plc

Incorporated in the  
Isle of Man under  
number 4685V