



GIST DISTRIBUTION LIMITED

IRELAND GENDER PAY GAP REPORT 2025

INTRODUCTION

I am pleased to share Gist Distribution Limited's first Gender Pay Gap Report for Ireland, following the new reporting requirements for employers with 50 or more colleagues.

At Gist, we employ just over 100 colleagues in Ireland, operating from a single site in Clonsilla. Since becoming part of M&S in 2022, this site continues to bring the magic of M&S Food to our customers.

We are committed to fairness, transparency, and creating an inclusive workplace. Our analysis for Ireland, as detailed in this report, shows a pay and bonus gap in favour of women. This is due to our workforce composition where men represent the majority of our workforce, particularly in manual positions, while women are more concentrated in planning and managerial positions.

While the pay and bonus gap favours women, our goal remains consistent: to ensure equal opportunities for all colleagues, across all roles, regardless of gender. We have outlined an action plan to build on this commitment, including:

- Promoting inclusive recruitment practices.
- Expanding flexible working options.
- Reviewing benefits to support all colleagues.

We will progress against this action plan and take any further necessary steps to foster a culture where everyone can thrive.

Chris Farrance

People Director - Services & Solutions



GENDER PAY GAP

MEAN
PAY GAP

-4.6%

MEDIAN
PAY GAP

-6.7%

PART-TIME
MEAN PAY GAP

-105.2%

PART-TIME
MEDIAN PAY GAP

-105.2%

MEAN
BONUS GAP

-12.3%

MEDIAN
BONUS GAP

0.0%

PROPORTION OF MALES
AND FEMALES WHO
RECEIVED BENEFIT IN
KIND:

0.0%

FEMALE

3.1%

MALE

THE PROPORTION OF
EMPLOYEES RECEIVING
A BONUS:

93.3%

FEMALE

70.4%

MALE

PAY QUANTILES BY GENDER

Quartile	Males	Females
Upper Quartile	86.2%	13.8%
Upper Middle Quartile	82.1%	17.9%
Lower Middle Quartile	82.1%	17.9%
Lower Quartile	96.4%	3.6%

NB. NO TEMPORARY CONTRACT EMPLOYEES WERE IDENTIFIED DURING THE REPORTING PERIOD.

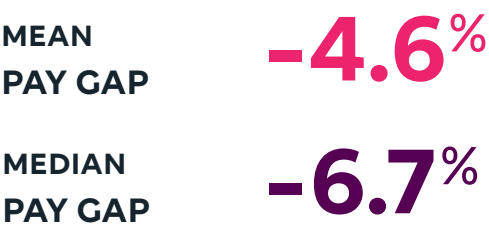


UNDERSTANDING THE PAY GAP

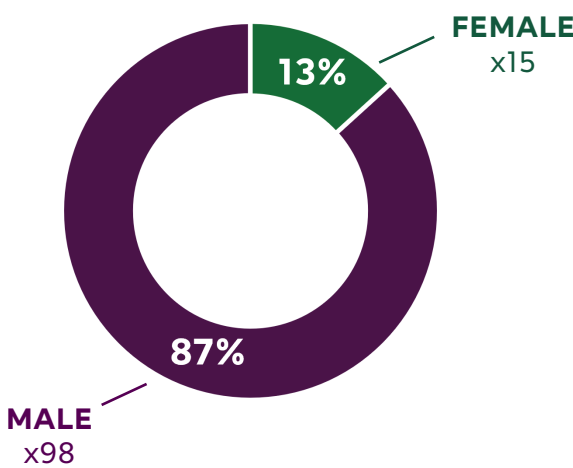
KEY OBSERVATIONS

- Our mean pay gap is -4.6% and our median is -6.7%.
- Our workforce is predominantly male and most men occupy hourly-paid positions. Women are more represented in salaried positions, such as planners and managerial roles, which typically attract higher pay.
- This results in female representation being concentrated in the two middle pay quartiles, with 67% of female employees in these quartiles.
- Men fill a higher proportion of warehouse operative and warehouse team leader roles, making up 96.4% of the lower pay quartile.
- With so few part-time employees, any differences in pay are not statistically meaningful.

THE PAY GAP



THE WORKFORCE



% OF COLLEAGUES WHO WORK FULL TIME AND PART TIME

	FULL TIME	PART TIME
FEMALE	87%	13%
MALE	99%	1%



UNDERSTANDING THE BONUS GAP

KEY OBSERVATIONS

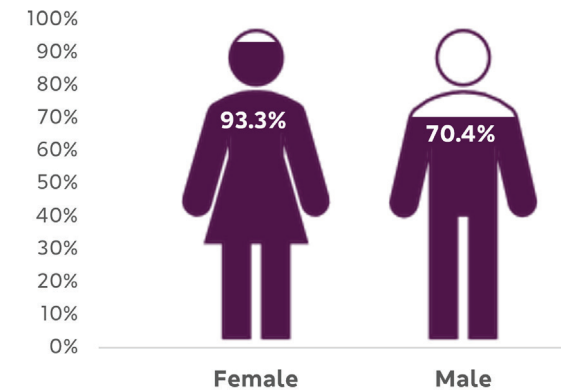
- Our mean bonus gap is -12.3% and our median bonus gap is 0.0%.
- The Median Bonus Gap is neutral at 0.0% because most colleagues, regardless of gender, received the attendance based Christmas Bonus.
- The Mean Bonus Gap is -12.3% showing women receiving slightly higher bonus payments than men. This is because proportionally more women hold roles at job levels where higher-value management bonuses were awarded.

THE BONUS GAP

**MEAN
BONUS GAP** **-12.3%**

**MEDIAN
BONUS GAP** **0.0%**

PROPORTION OF MEN AND WOMEN WHO RECEIVED A BONUS:



OUR ACTION PLAN

Understanding and addressing our pay gaps is a critical step in fostering a fair and inclusive culture at Gist. We intend to build on this through the following initiatives:

1. Inclusive Recruitment:

Highlight flexible and part-time working options within our recruitment activity to appeal to a broader range of candidates. Review our recruitment approach to ensure there is no gender bias.

2. Accessible Flexible Working:

Review policies which will support flexible working options for all employees, supporting work-life balance and shared responsibility for parental leave.

3. Benefits Package Review:

Ensuring our family-friendly benefits meet the needs of our colleagues, enhancing the ability to attract and retain both men and women across all roles in the business.





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The figures disclosed within this report relate to a snapshot on 29th June 2025 (eligibility) and pay and bonus data in the 12 months up to 29th June 2025. Gist Distribution Limited is a subsidiary of Marks and Spencer Group plc.

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