

GIST DISTRIBUTION LIMITED

IRELAND GENDER PAY GAP REPORT 2026

INTRODUCTION

I am pleased to share this year's Gist Distribution Limited's Gender Pay Gap Report for Ireland.

At Gist, we employ just over 100 colleagues in Ireland at our Clonshaugh site and 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, as detailed in this report, shows a pay and bonus gap in favour of women, which reflects the composition of our workforce. Men represent the majority of our colleagues on site, particularly in operational roles, while women are more represented in planning and management positions.

Despite the pay and bonus gap favouring women, our goal remains consistent: to provide equal opportunities for all colleagues across all roles, regardless of gender.

We are continuing to deliver against our action plan to build on this commitment, including:

- Promoting inclusive recruitment practices.
- Expanding flexible working options.
- Ensuring benefits support all our colleagues.

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

Sandra Mckenzie-Day
HR Director



WHAT IS THE GENDER PAY GAP?

The gender pay gap shows the difference in average earnings between men and women across the business, regardless of their role.

A positive percentage indicates men are paid more on average; a negative indicates women are paid more. It is not the same as equal pay, which is instead about how much men and women are paid for doing the same or similar work that's considered equal value.

MEAN IS THE AVERAGE, E.G:

Sum of hourly rates for men



Total number of men

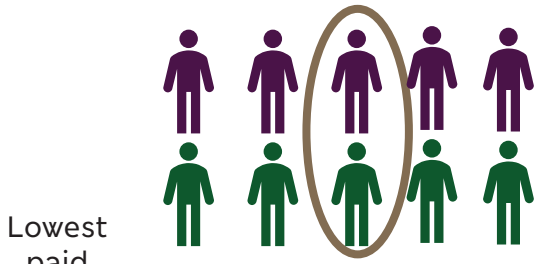
vs.

Sum of hourly rates for women



Total number of women

MEDIAN IS THE MIDPOINT WHEN LINED UP IN ORDER OF PAY, E.G:



Lowest paid

Highest paid

Median Man
vs.
Median Woman

WHAT'S INCLUDED IN THE CALCULATIONS?

Our **pay gap figures** include ordinary pay during the reporting period:

- Basic salary
- Allowances
- Overtime
- Shift pay premiums
- Pay for sick leave
- Any salary top-ups (maternity/paternity leave)
- Bonus payments

Bonus figures include:
All bonuses awarded to an employee in the reporting period, including our Management Bonus scheme and Peak Bonus.

Benefit In Kind figures include:
All non-cash benefits provided in the reporting period.

GENDER PAY GAP

MEAN PAY GAP -10.4%

MEDIAN PAY GAP -13.9%

MEAN BONUS GAP -124.5%

MEDIAN BONUS GAP 0.0%

PROPORTION OF MALES AND FEMALES WHO RECEIVED BENEFIT IN KIND

12.5% FEMALE

4.4% MALE

THE PROPORTION OF EMPLOYEES RECEIVING A BONUS

68.8% FEMALE

76.9% MALE

PAY QUARTILES BY GENDER

Quartile	Females	Males
Upper	15.4%	84.6%
Upper Middle	29.6%	70.4%
Lower Middle	14.8%	85.2%
Lower	0.0%	100.0%

NOTES: NO PART-TIME MALES WERE EMPLOYED ON THE SNAPSHOT DATE SO WE CANNOT REPORT ON A PART-TIME PAY GAP FIGURE. NO TEMPORARY CONTRACT EMPLOYEES WERE EMPLOYED ON THE SNAPSHOT DATE SO WE CANNOT REPORT A PAY GAP FIGURE.

UNDERSTANDING THE PAY GAP

KEY OBSERVATIONS

- Our mean pay gap is -10.4% and our median pay gap is -13.9%. These have both decreased from 2025 in favour of women.
- 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.
- Men fill a higher proportion of Warehouse Operative and Warehouse Team leader roles, making up 100% of the lower pay quartile.

THE PAY GAP

	MEAN	MEDIAN
2026	**-10.4%**	**-13.9%**
2025	-4.6%	-6.7%

CHANGES YEAR ON YEAR

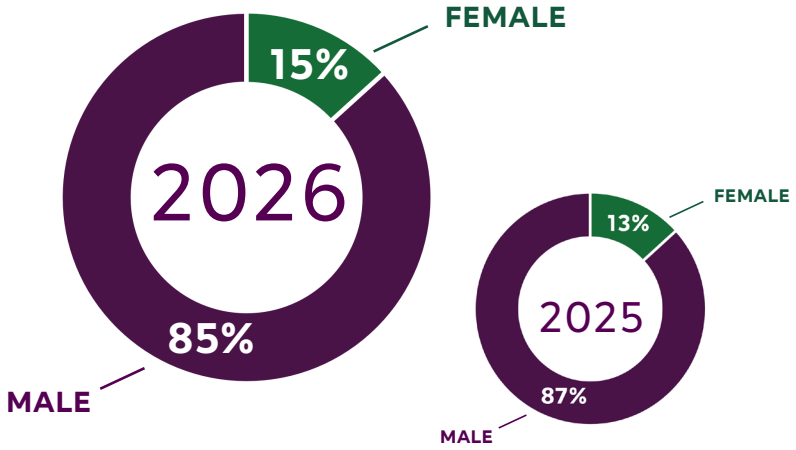
The key driver behind the decrease in the mean and median pay gap is changes to colleague headcount and the representation of women in more senior positions.

Representation of women in the top two quartiles has increased since 2025 and there are now no women in the lower quartile.

% OF COLLEAGUES WHO WORK FULL AND PART TIME

	FULL TIME	PART TIME
FEMALE	87.5%	12.5%
MALE	100%	0%

THE WORKFORCE



UNDERSTANDING THE BONUS GAP

KEY OBSERVATIONS

- Our mean bonus gap is -124.5% which has decreased since 2025 in favour of women. Our median bonus gap remains at 0.0%.
- Our mean Bonus Gap is -124.5% showing women receiving higher bonus payments than men. This is because proportionally more women hold roles at job levels where higher-value management bonuses were awarded.
- Median bonus gap remains neutral at 0.0%. This is because most colleagues, regardless of their gender, received the attendance based Peak Bonus.

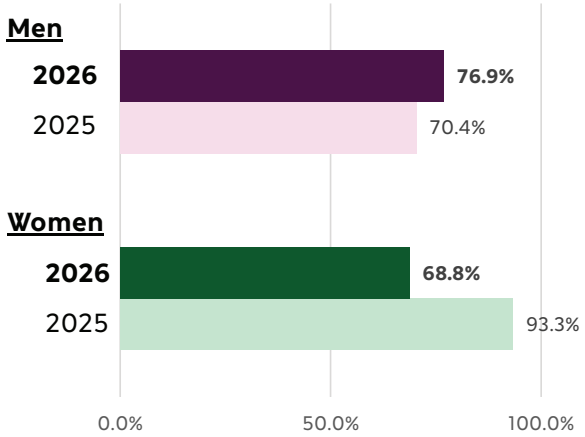
THE BONUS GAP

	MEAN	MEDIAN
2026	**-124.5%**	**0.0%**
2025	-12.3%	0.0%

CHANGES YEAR ON YEAR

- Bonus awards under our Management Bonus Scheme are determined by a combination of business performance and individual performance. The decrease in the mean bonus pay gap is driven by the impact of individual performance ratings on bonus awards.
- As the bonus population consists of a small number of colleagues, individual awards can have a significant impact on the overall result.

PROPORTION OF MEN & WOMEN WHO RECEIVED A BONUS



CHANGES YEAR ON YEAR

- Our bonus eligibility rules haven't changed from last year. Changes in this result are driven by changes in overall headcount and new joiners who are not eligible for a bonus in the reporting period.

OUR ACTION PLAN



Understanding and addressing our pay gaps remains an important part of creating a fair and inclusive culture at Gist. We are continuing to build on the priorities outlined in our previous report:

1. Inclusive Recruitment
We are committed to attracting talent from the widest possible pool of candidates. We will continue to review our recruitment processes, advertising and selection practices to ensure they are fair, inclusive and free from bias.

2. Accessible Flexible Working
We will promote flexible working opportunities where operationally possible, monitor gender representation throughout the hiring process, and strengthen outreach initiatives to support diverse talent pipelines.

3. Talent Pipeline
We will also continue to focus on developing and progressing internal talent to improve gender representation across all levels of the organisation.

4. Benefits Proposition
Ensure our family-friendly benefits meet the needs of our colleagues, enhancing the ability to attract and retain talent across all roles in the business.

Progress from last year
Supporting colleagues through key life stages is central to our commitment to being an inclusive employer. In September 2026 we enhanced our maternity and adoption policy by increasing maternity and adoption pay from 12 to 26 weeks across the Gist network.

This investment reflects our commitment to creating a more supportive and family-friendly workplace, ensuring colleagues feel valued and supported at all stages as they welcome a child and helping to build a positive employee experience for parents across the business.

Looking Ahead
As part of our ongoing commitment to inclusion, our future priorities include developing a menopause action plan and launching a parent buddy network to provide additional support for colleagues at different stages of life.



GIST DISTRIBUTION LIMITED

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The figures disclosed within this report relate to a snapshot date of 28 June 2026 and pay and bonus data in the 12 months up to 28 June 2026. Gist Distribution Limited is a subsidiary of Marks and Spencer Group plc.
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