

Stakelums Hardware Ltd.

Gender Pay Gap Report 2025

Introduction

Stakelums Hardware Ltd is an award-winning family-owned long established retailer serving customers across Tipperary and surrounding counties. Our business spans a diverse range of departments including builders providers, hardware & DIY, heating and plumbing, paint & decor, electrical homewares, garden. We are proud of our reputation for expert advice, quality products and strong community relationships built over many years.

Our people are central to our success. Across our full-time and part-time teams, we value the skills, commitment and professionalism that each individual brings. We are committed to providing a fair, inclusive and supportive workplace in which all employees can develop and thrive.

This is the first year in which Stakelums has reported on its Gender Pay Gap under the Irish regulations. Publishing this data helps us understand the structure of our workforce, identify areas for improvement and ensure that opportunity, recognition and rewards are allocated fairly.

Understanding Our Pay Gap

The Gender Pay Gap represents the difference in average hourly pay between men and women across the entire organisation, regardless of role, seniority or department. This is not the same as equal pay, which concerns paying men and women equally for performing the same or similar work. Stakelums is fully committed to equal pay.

Our 2025 results show a mean hourly pay gap of 8.30% and a median hourly pay gap of 5.46%, both in favour of men.

These figures reflect the overall composition of our workforce rather than unequal pay for comparable roles.

The data shows that Stakelums has a significantly higher proportion of male employees overall (73.12%), including within both full-time and part-time categories.

As with many businesses in the hardware and building supplies sector, certain operational and trade-focused roles tend to attract more male applicants, while other customer-facing or administrative roles attract a higher proportion of female applicants. These patterns influence the structure of pay averages.

Bonus-related data also shows variation between genders. A higher proportion of women (32.00%) received a bonus compared with men (20.59%); however, the mean bonus gap (16.67%) and median bonus gap (33.33%) both favour men because male employees who do receive bonuses tend to be in roles where bonus amounts are higher.

Understanding how our workforce is distributed across different departments, roles and pay levels is key to understanding our overall pay gap.

Factors Influencing the Gap

Our analysis indicates that several structural factors contribute to the current gender pay gap:

1. Workforce Composition

Men make up 73.12% of the overall workforce, with women representing 26.88%.

A gender imbalance of this scale naturally influences hourly pay averages across the business.

2. Role Distribution Across Pay Quartiles

Men are more heavily represented in the upper pay quartiles, particularly the Upper Middle (61.54% male) and Upper Quartile (80.00% male). Women are more represented in the Lower Quartile (32.00% female) and Upper Middle Quartile (38.46% female).

This distribution has a direct effect on both mean and median pay gaps.

3. Nature of Roles & Market Dynamics

Higher-paid roles in hardware, building supplies, warehousing, logistics and trade-focused functions—traditionally more male-dominated—tend to sit in the upper pay quartiles. Conversely, customer service and administrative roles, where female representation is higher, typically attract lower pay levels.

4. Bonus Structure

While a higher percentage of female employees receive a bonus, male employees who receive bonuses tend to be in higher-earning bonus categories, contributing to the bonus gap. This helps explain why the mean bonus gap is 16.67% and the median is 33.33%, despite more women overall receiving a bonus.

5. Full-Time vs Part-Time Patterns

The proportion of men and women in full-time roles is similar to the overall workforce split, with men representing 72.97% of full-time employees.

Full-time roles tend to sit in higher pay brackets and include greater access to overtime, allowances and structured progression opportunities, which together increase average male earnings.

Gender Pay Gap Reporting 2025

Table 1: Employee Distribution

	Total Employees	Full Time Employees	Part Time Employees
Female	26.88%	27.03%	26.32%
Male	73.12%	72.97%	73.68%

Table 2: Mean & Median Pay Gaps

	Mean Hourly Pay Gap	Median Hourly Pay Gap	Mean Gender Bonus Gap	Median Gender Bonus Gap
All Employees	8.30%	5.46%	16.67%	33.33%
Part Time Employees	5.90%	5.88%		

Table 3: Bonuses and Benefits in Kind

The percentage of male gender and of female gender paid bonuses	Male	Female
	20.59%	32.00%
The percentage of relevant male gender and of female gender who received Benefit-in-Kind	Male	Female
	5.88%	0%

Gender Pay Gap Reporting 2025 (continued)

Table 4: Remuneration Quartiles

	Male	Female
Lower Remuneration Quartile	68.00%	32.00%
Lower Middle Remuneration Quartile	78.00%	22.00%
Upper Middle Remuneration Quartile	61.54%	38.46%
Upper Remuneration Quartile	80.00%	20.00%

Our Commitments:

The Gender Pay Gap reporting process enables us to identify areas that require attention and to focus on initiatives that support the attraction, recruitment and retention of talent across our business. We remain committed to ensuring that all colleagues—regardless of role or gender—have access to meaningful feedback, training and development opportunities. Our ongoing priority is to foster a workplace that is both diverse and inclusive. We strive to empower our people through a culture built on fairness, equity and respect, ensuring every team member has the opportunity to grow and succeed.



Appendix: Understanding how we calculate our Gender Pay Gap and Bonus Pay Gap:

Calculating the Gender Pay Gap:

There are two ways we must report on Gender Pay Gap – as a mean percentage and as a median percentage for all colleagues and part-time colleagues.

Mean Hourly Pay Gap: is the difference in the mean hourly total rate of pay of men and women, expressed as a percentage of the mean hourly pay of men.

Median Hourly Pay Gap: is the difference between the midpoint of the total hourly rate of pay of men and women, expressed as a percentage of the median total hourly rate of pay of men. The median total hourly pay is calculated by ranking all employees from highest paid to lowest paid and taking the hourly pay of the person in the middle.

Calculating the Gender Bonus gap:

The gender bonus gap measures the difference in total bonus payments of all women in a business and all men in a business. There are two ways we must report this, as a mean percentage and a median percentage. We also must report the proportion of men and women who received a bonus payment.

Gender Bonus Gap:

There are two ways we must report this, as a mean percentage and a median percentage.

Mean: is the difference in the mean bonus payment of men and women, expressed as a percentage of the mean bonus payment of men.

Median: is the difference between the midpoint of the total bonus payment of men and women, expressed as a percentage of the median bonus payment of men. The median bonus pay is calculated for each gender by ranking all employees from highest paid to lowest paid and taking the bonus of the person in the middle.

Proportion of Colleagues to receive a Bonus:

The proportion of women who received a bonus is shown as a percentage of all women in the business and the proportion of men who received a bonus is shown as a percentage of all men in the business.

Proportion of Colleagues to receive a Benefit-in-Kind:

The proportion of women who received a Benefit-in-Kind is shown as a percentage of all women in the business and the proportion of men who received a Benefit-in-Kind is shown as a percentage of all men in the business.

Calculating our Remuneration Quartiles:

The Remuneration Quartiles measure how many men and women are represented in each quartile of the business when all men and women's hourly pay is stacked from lowest in Quartile 1 to highest in Quartile 4.