

# Our gender pay gap 2025



HICKEYS  
THE FABRIC SPECIALISTS

## Our figures explained

- Mean gender pay gap (GPG) is driven by:
  1. an underrepresentation of female employees in the upper income quartile (83.3% of employees in the upper income quartile are female) compared to overall headcount (88.9%), whilst there is an overrepresentation of female employees in the mid-upper (94.4%) and mid-lower (97.2%) quartiles.
  2. When examining the Manager grade, one of the more senior job grades in Hickey, the gender breakdown is 83% female and 17% male, comparable to overall gender breakdown (89% female, 11% male). However, Managers represent 31% of all male employees and 19% of all female employees.
- Hickey's median GPG for 2025 is significantly below the national average.
- 66% of female employees received a bonus and 56% of male employees received a bonus. The mean bonus gap was 11.61% and the median bonus gap was 20%. Given that 31% of male employees are at Manager grade, they are more likely receive a higher bonus and thus increases the mean and median bonus payment compared to female employees.

## Commitment to action

Our focus is on creating an inclusive environment, that celebrates the uniqueness of all our people and where everyone feels like they belong. We have a published equal opportunities statement, which highlights our commitment to a culture of equality, diversity and inclusion for all stakeholders, and supportive and inclusive policies, including our hybrid and flexible working policies which support employees with caring and family responsibilities.

We are committed to equal pay across the business, ensuring that employees receive equal pay for equivalent roles, regardless of gender. Our gender pay gap predominantly reflects the fact that around 90% of our employees are women, the majority of which work in our stores or other hourly-paid roles. We continue to listen and learn, turning this into meaningful action.

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## Our figures



Mean bonus gap	11.61%
Median bonus gap	20.00%
% of Men receiving bonus	56.25%
% of Women receiving bonus	65.63%
% of Men receiving BIK	12.50%
% of Women receiving BIK	0.78%

