Our UK gender pay gap report 2026

Dunelm

The **Home** of Homes

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Understanding the Data

What does the gender pay gap measure?

- **The gender pay gap is a measure of the difference in average pay of men and women, regardless of the nature of their work.**
- **It is expressed as a % of men's earnings, e.g. women earn x% less than men. A negative percentage indicates that women earn more than men.**
- **The gender pay gap does not measure equal pay, which relates to the amount that men and women are paid for the same or similar jobs of equal value. At Dunelm, we pay our colleagues according to their role, regardless of their gender.**
- **The data is presented as of 5th April 2025. The regulations require the gender bonus gap to be calculated using the actual value of bonus payments made in the 12 months to 5th April 2025 for each person, they are not therefore full-time equivalent adjusted.**

How is the pay gap calculated?

Median pay gap:
The median pay gap is the difference between the midpoints of hourly pay for men and women. If all women stood side by side in order of lowest to highest hourly pay rate, the middle woman in the line represents the median pay rate. If the same is done for men, the two median figures can be compared.

Mean pay gap:
The mean pay gap is the difference in average hourly pay between men and women. The mean hourly pay rate is calculated by adding up the hourly pay of every woman and dividing by the total number of women. The same is then done for all men.

Pay quartiles:
The pay quartiles are calculated by listing the pay for each colleague lowest to highest, then splitting the list into 4 equal-sized groups. Then calculating the % of women in each.

Our Pay Gap Data

2.1%	2.8%	12.9%	15.2%
Median Gender Pay Gap 2025	2024	Mean Gender Pay Gap 2025	2024

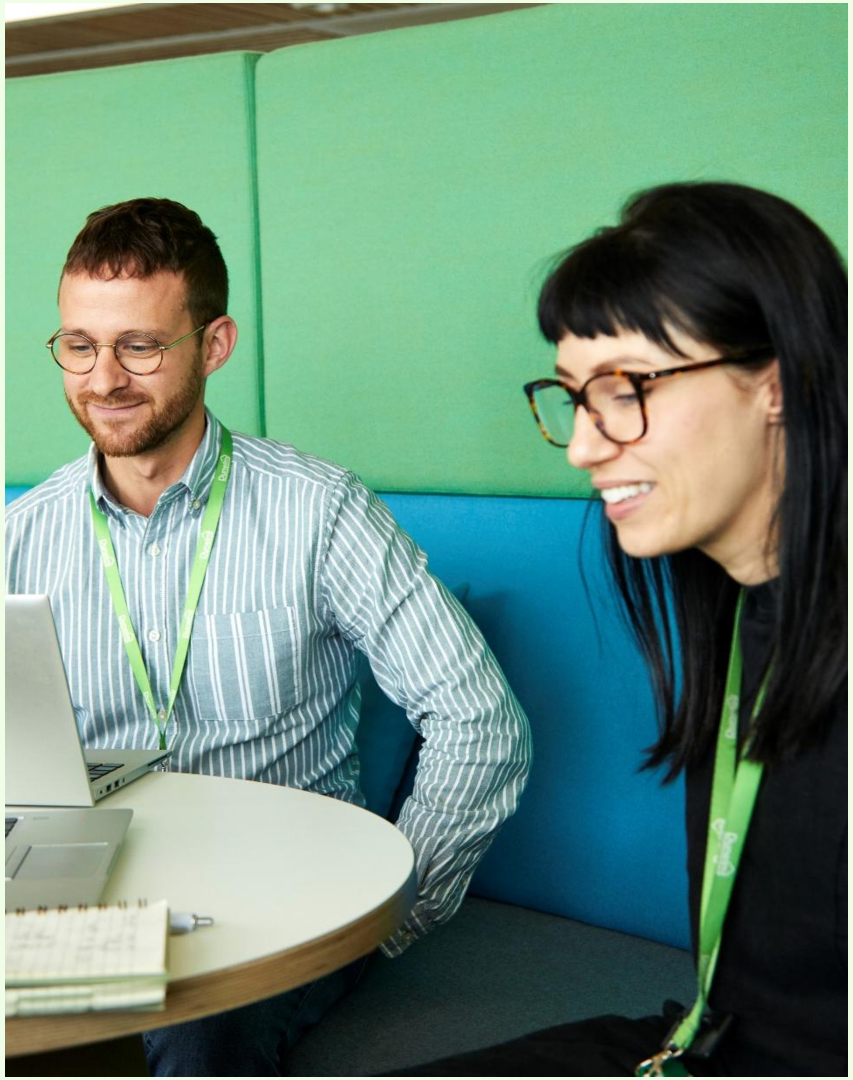
Details behind the gender pay gap numbers

- Our gender pay gap has reduced year-on-year, against both ‘Median’ and ‘Mean’ metrics.
- c.70% of our workforce are women and c.85% of these women work in store or other hourly-paid roles - our gender pay gap is strongly influenced by this fact.
- We have good female representation in our most senior roles and on our Board. On 5 April 2025, women made up 33% of our total Board and 46% of our combined Executive Committee and Senior Leaders*.

*As reflected in the February 2025 FTSE Women Leaders Review Report.

Our Bonus Gap Data

	2025	2024
Median gender bonus gap	72.5%	76.1%
Mean gender bonus gap	50.3%	52.6%
% of Men receiving bonus	23.6%	21.4%
% of Women receiving bonus	19.0%	18.2%



Details behind the gender bonus gap numbers

- A lower proportion of women are in roles eligible for a bonus compared to men, reflecting the workforce composition.
- Women representation in the upper pay quartile, as well as female bonus eligibility increasing, has led to the year-on-year improvement.

Our Pay Quartile Data

% of women in each pay quartile 2025

Lower Quartile	Lower Middle	Upper Middle	Upper Quartile
69.9%	72.6%	63.7%	54.4%

% of women in each pay quartile 2024

Lower Quartile	Lower Middle	Upper Middle	Upper Quartile
67.0%	74.6%	65.5%	52.4%

Details behind the pay quartile numbers

- There has been a year-on-year increase in the % of women paid in the upper quartile of the organisation.
- At the same time, there has been a reduction in both the lower and upper middle quartiles.

I can confirm the information in this report is accurate.

Clo Moriarty
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