

KILKENNY
DESIGN



GENDER PAY GAP REPORT

2024

At Kilkenny Design, we are more than just a business we are a community driven by equality, innovation, and empowerment. Our colleagues are the heart of our success, and this year's report highlights our continued progress in closing the gender pay gap since 2023.

Beyond creating an exceptional shopping experience for our customers, we are dedicated to fostering a culture that champions women in business and empowers every colleague to reach their full potential. Our purpose is clear: to be the leading champion of Irish design both locally and globally. We bring this to life every day through our core values of ;One Team, Doing the Right Thing, Championing Irish Design, and Putting Customers First, guiding our commitment to an inclusive and equitable workplace.

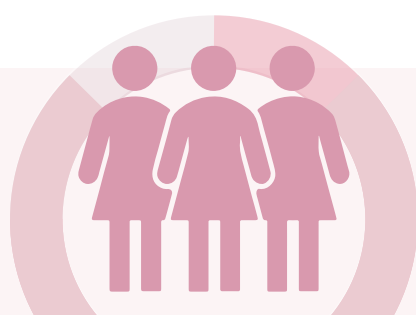
Kilkenny Design continues to be a beacon of support and empowerment, paving the way for all genders within our stores and across the Irish design landscape. We proudly showcase a diverse range of Irish makers and designers, elevating their brands and sharing their passion with our customers.

We are immensely proud that 91% of our business is made up of women, and our executive senior leadership team is 100% female-led, powerful reflection of our dedication to nurturing talent.

As we continue to lead the charge in gender equality, we welcome the spotlight on the gender pay gap. Our official Gender Pay Gap Report is more than just a reflection of our progress—it is a commitment to transparency, trust, and action. This review sets out our roadmap for an even more equitable future, ensuring that every colleague, across all levels of our business, has the opportunity to thrive.

The below chart shows the Gender Representation of women that we have in Kilkenny Design.

91%



09%





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Empowering and nurturing women in business is not just a passion of mine. I am immensely proud that 100% of Kilkenny Design’s executive leadership team is female, a reflection of our deep commitment to fostering female talent. It is an absolute joy and privilege to partner with the extraordinary female makers and designers from across Ireland, whose creativity and passion elevate Kilkenny Design into the remarkable experience it is today.

**Note from our CEO
Evelyn Moynihan**

100%
OF OUR
LEADERSHIP
TEAM IS
FEMALE

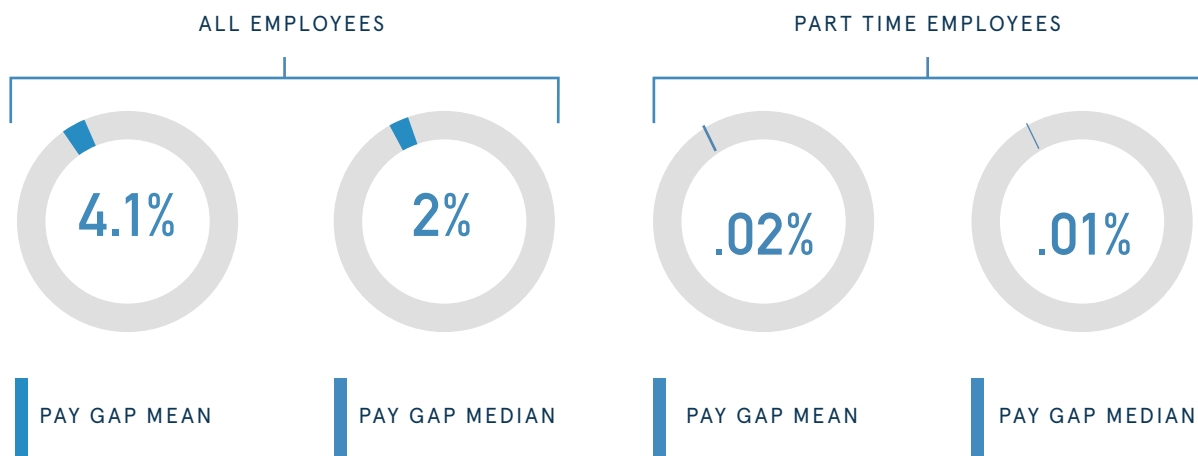
In this report we share our gender pay gap for all colleagues within Kilkenny Design, for the 12 months up to 30th June 2024.

WHAT IS GENDER PAY GAP?

Gender Pay Gap is the difference between men's and women's average hourly rate across the company regardless of their role or seniority. The mean and median are expressed as a percentage.

WHAT IS MEAN AND MEDIAN?

Mean is defined as the average hourly pay for all men and women. The median is the midpoint in the hourly pay for both men and women



WHAT IT IS TELLING US:

We are immensely proud to share that the gap between men's and women's pay has continued to decrease across our entire company over the 12 months upto June 2024, a testament to our unwavering commitment to equality.

The mean pay gap for all colleague was 4.1%. For part-time colleagues, the mean gap has also decreased significantly, to 0.02%

The median pay gap tells us a great story. For all colleagues, the gap is now 2%. Among part-time colleagues the median gap is 0.01%

These numbers reflect our dedication to fostering a workplace where every individual is compensated fairly, regardless of gender. We are committed to continuing this progress, ensuring equity remains at the heart of everything we do.

BONUS & BIK RENUMERATION 2024

The table shows the percentage of men and women who received bonus as portion of headcount during the 12 months up to the end June 2024.

2024 BONUS	MEN	WOMEN
% WHO RECIEVED A BONUS	0%	2%
% WHO RECIEVED BIK	0%	4%

BONUS MEAN AND MEDIAN 2024	
BONUS PAY GAP MEAN	-17%
BONUS PAY MEDIAN	-10%

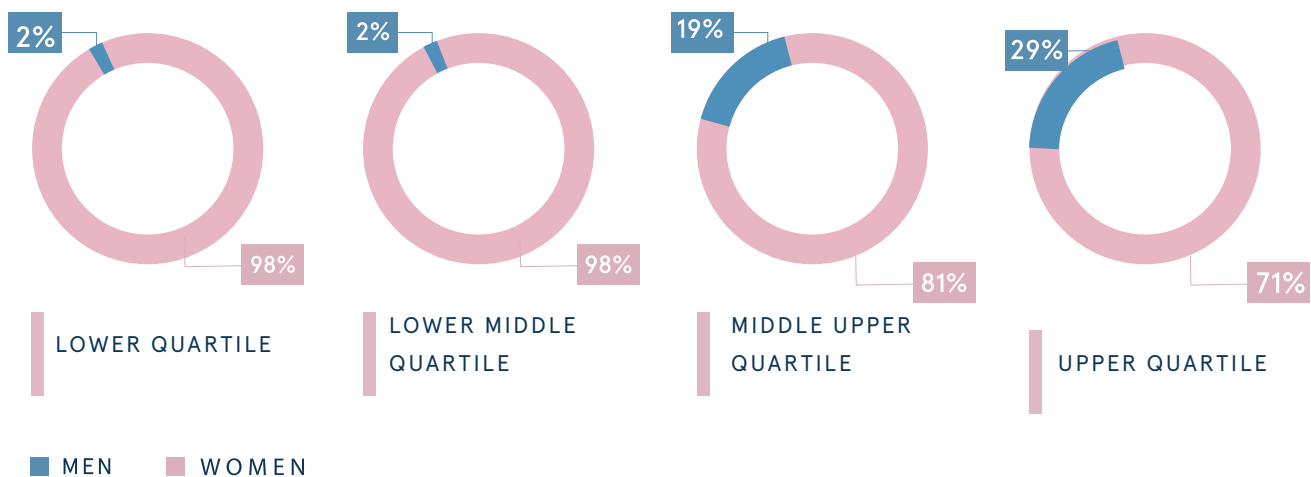
WHAT IT IS TELLING US:

In 2024, 2% of women received bonuses compared to men 0%. Bonus pay is not a significant focus.

These figures highlight an area where we still have work to do for men's contributions. We are committed to ensuring that the value of bonuses reflects the true contributions of all our employees, regardless of gender. Achieving equity in all aspects of compensation is a priority as we continue to build a fair and inclusive workplace.

QUARTILE CRITERIA

The charts show all our colleagues divided into four equal sized groups based on hourly pay rates.



REASON WHY THIS IS/WHAT IT IS TELLING US:

- Given the nature of our retail environment and the flexibility we offer, particularly to women, balancing family commitments - we see a higher proportion of women in the lower quartile.
- There are now less men in the business as we outsourced our food business which is evident in the lower and the middle quartile.

THE STEPS WE ARE TAKING TO CLOSE THE GENDER PAY GAP:

At Kilkenny Design, we are taking decisive action to close the gender pay gap and create a truly equitable workplace. In 2024, we reached a major milestone where our leadership team is now 100% female, up from 86% in 2023. This achievement reflects our unwavering commitment to gender equality and empowering women at all levels of our business.

Moving forward, we remain focused on:

Inclusive Hiring & Recruitment; We are committed to creating a fair and transparent hiring process, eliminating bias at every stage to ensure equal opportunities for all.

Training & Development; Every colleague will have access to training and development plans, equipping them with the skills and opportunities needed to grow and succeed in their roles.

Work-Life Balance; We continue to prioritize flexible working policies, including a four-day workweek, unpaid leave options, and adaptable working hours, to support our colleagues in balancing their professional and personal lives.

Culture of Belonging & Transparency; We are fostering a workplace culture built on trust, inclusivity, and open communication, ensuring every colleague feels valued, supported, and empowered to reach their full potential.

Through these initiatives, we are not only addressing the gender pay gap but also creating a workplace where diversity thrives, and every colleague has the opportunity to succeed.

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