



KILKENNY
DESIGN

GENDER PAY GAP REPORT

2025

At Kilkenny Design we are more than a business we are a community built on innovation, passion, and empowerment. Our makers, our communities, and our colleagues shape who we are, and our people remain the heart of our success. This year's Gender Pay Gap Report demonstrates our progress since 2024 and reinforces our commitment to meaningful, sustained change.

Our purpose is clear: to create space to celebrate the best of Irish. We bring this to life every day through our core values—One Team, Doing the Right Thing, Championing Irishness, and Putting our Customers First, which guides our commitment to an inclusive, equitable, and supportive workplace.

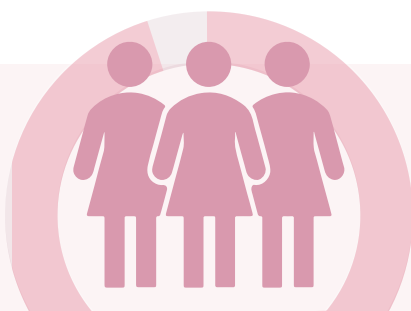
For more than 60 years, Kilkenny has been a beacon of support and empowerment within Irish retail, paving the way for all genders in our stores and across the Irish retail landscape. We proudly showcase a wide range of Irish makers and founders, elevating their work and sharing their creativity with our customers.

At Kilkenny Design we are dedicated to fostering a culture that champions women in business and empowers every colleague to reach their full potential. We are especially proud that women make up 95% of our workforce and that 80% of our senior leadership team is female, a powerful reflection of our commitment to developing, supporting, and advancing talent at every level.

Our annual report is more than a record of our progress it is a reaffirmation of our dedication to transparency, trust, and action. This review outlines our roadmap for an even more equitable future, ensuring that every colleague has the opportunity to grow, thrive, and succeed.

THE BELOW CHART SHOWS THE GENDER REPRESENTATION OF WOMEN THAT WE HAVE IN KILKENNY DESIGN.

95%



5%





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Empowering and nurturing women in business is not just a passion of ours. In particular, building a culture that nurtures ideas and encourages colleagues to bring their authentic selves to work; creating an environment where people feel safe to make mistakes and to learn. It is an absolute joy and privilege for us to partner with the extraordinary female makers and founders 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**

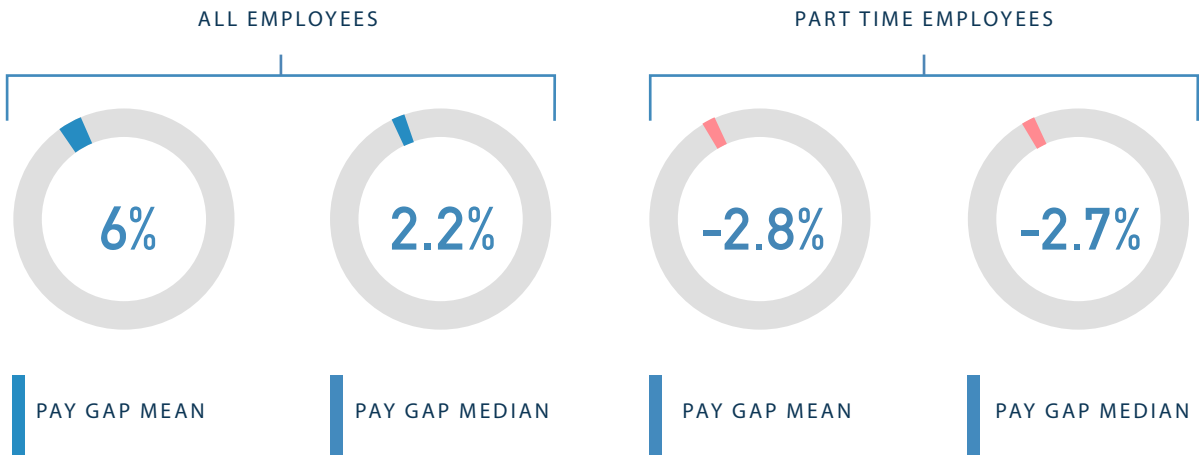
In this report we share our gender pay gap for all colleagues within Kilkenny Design, for the 12 months up to 30th June 2025

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:

The pay gap mean and median between men’s and women’s has increased slightly vs 2024 over the 12 months up to June 2025. The reason is there are less men working in company and working in the upper quartile.

For part-time colleagues, the mean gap is showing that the part-time women pay gap mean and median is slightly higher than men.

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 2025.

2025 BONUS	MEN	WOMEN
% WHO RECIEVED A BONUS	0%	1%
% WHO RECIEVED BIK	0%	2%

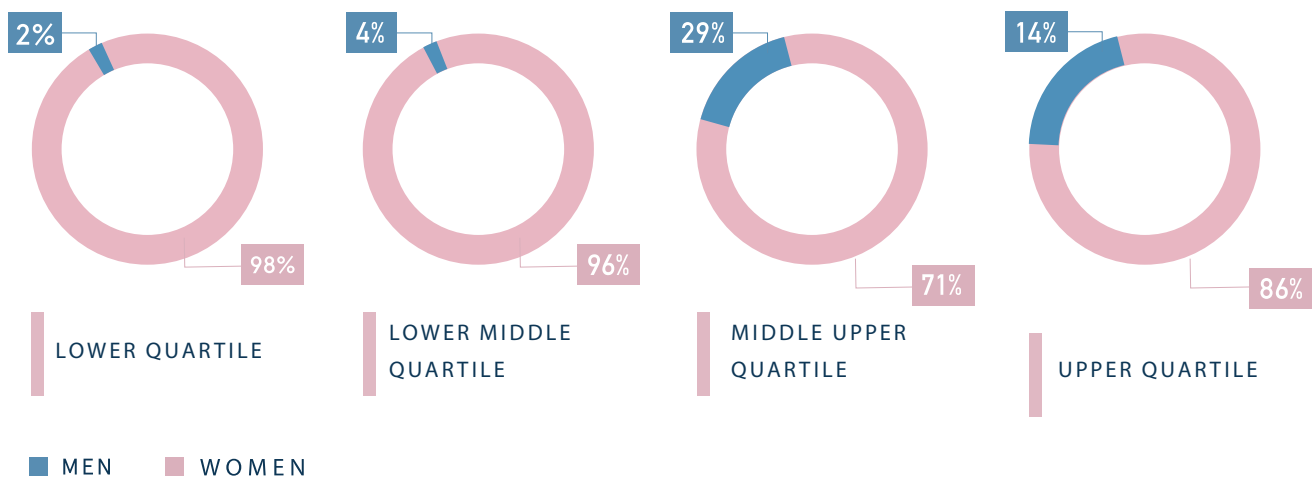
WHAT IT IS TELLING US:

In 2025, 1% of women received bonuses compared to men 0%. Bonus pay is not a significant focus for our business.

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 café offering, which is evident in the lower and the middle quartile.

OUR COMMITMENTS MOVING FORWARD TO CLOSE THE GENDER PAY GAP

As we look ahead, we remain firmly committed to creating a workplace where every colleague has equal opportunity to succeed. Our actions moving forward include:

- Fair & Inclusive Hiring and Promotion Practices - We continue to embed fair, consistent, and transparent hiring and promotion processes. This includes structured interviews, skills-based assessments to ensure equitable decision making.
- Career Support, Development & Continuous Learning - we support colleague's career through regular check-ins, clear development plans, and access to tailored e-learning programmes.
- We will continue our partnership with WorkEqual to help women returning to the workplace.
- Employee Voice: Annual Surveys on Training, Inclusion & Belonging. We complete annual employee surveys to understand colleagues' experiences of training, inclusion, belonging, and progression using the results to shape ongoing improvements.
- Training & Development for All - We create access to development pathways, ensuring colleagues they are equipped with the skills, tools, and opportunities needed to thrive'
- Industry Leadership & Advocacy - Through our role with Lead Network Ireland we continue to advocate for women's rights, gender balance, and equitable opportunities, collaborating with partners across industry to drive change.

- **Flexible Working Options to Support Work–Life Balance** - We continue to offer flexible working arrangements including a four-day workweek option, optional unpaid leave, adaptable working hours, ensuring colleagues can balance their careers and personal responsibilities.
- **A Culture of Belonging, Transparency & Trust** - We are committed to fostering a workplace culture built on openness, respect, and inclusion. We want every colleague to feel valued, supported, and empowered to reach their full potential, and we will maintain transparent communication around our progress on gender equity.

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