



# GENDER PAY GAP REPORT 2022

At Kilkenny Design we create an environment and culture for all colleagues to feel valued and supported to achieve their full potential.

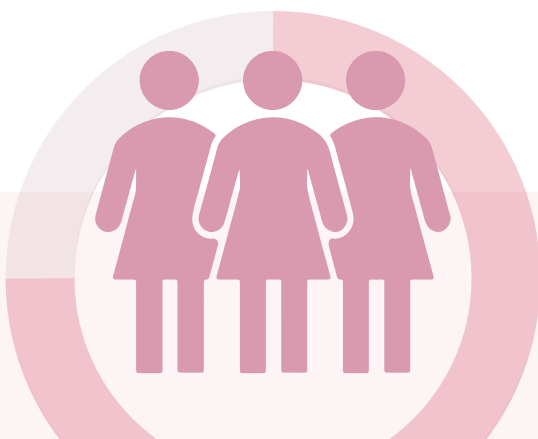
Kilkenny Design has been representing women in business for over 60 years. Nurturing and supporting our female colleagues is the foundation of our being, and we're proud over 86% of our senior team is female-led. Elevating women inside and outside the business to inspire each other to succeed is a value we actively encourage. We also champion a host of Irish female makers and designers whose brands we showcase to our customers, and we share in their passion and creativity.

We welcome the spotlight on gender pay gap and strive to do even better in this space for all colleagues across our teams from retail and food, to logistics and head office.

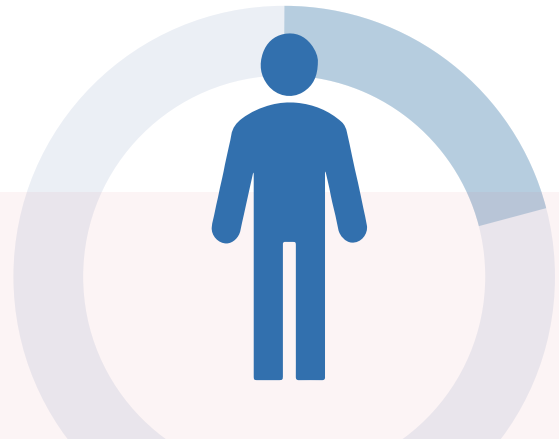
Our official Gender Pay Gap Report initiates honest conversation within our workplace, adding trust and transparency which are key values of our core business. This review will outline how we progress equality amongst colleagues, setting clear sustainable goals to achieve within the coming years.

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

80%



20%







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“Empowering and nurturing women to grow in business is something I feel very passionate about and I’m proud to say 86% of Kilkenny Design’s leadership team is female. It is a joy to partner with amazing female makers and designers from around the country who help make Kilkenny Design the fantastic experience it is today.”

Note from our CEO  
Evelyn Moynihan

OVER 86%  
OF OUR  
LEADERSHIP  
TEAM IS  
FEMALE

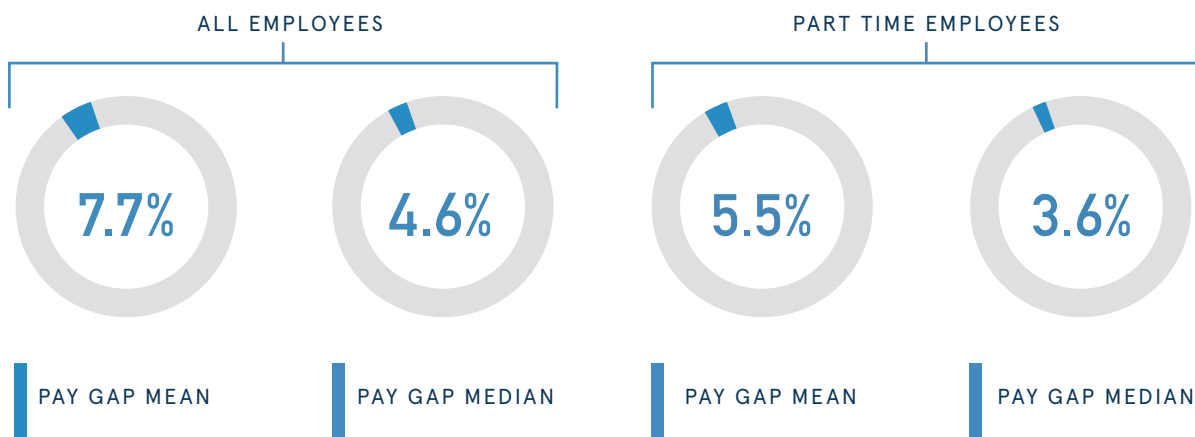
In this report we share our gender pay gap for all colleagues within Kilkenny Design, for the 12 months up to 30th June 2022.

## 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



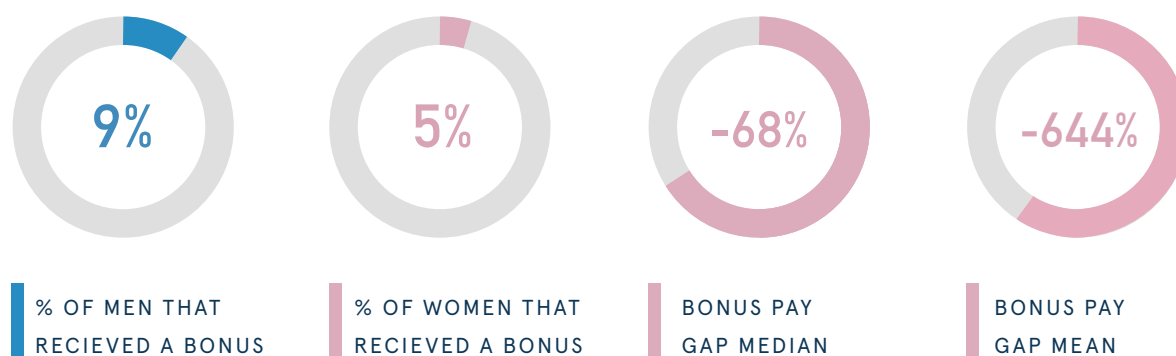
## REASON WHY THIS IS/WHAT IT IS TELLING US:

- More men in mid position roles e.g., Chefs
- More representation of men in our logistics function – (today this is 67% vs 37%)

## BONUS & BIK REMUNERATION 2022

The table shows the percentage of men and women that received a bonus as a portion of headcount during the year end of June 2022

2022 BONUS	MEN	WOMEN
% WHO RECIEVED A BONUS	9%	5%
% WHO RECIEVED BIK	1%	9%

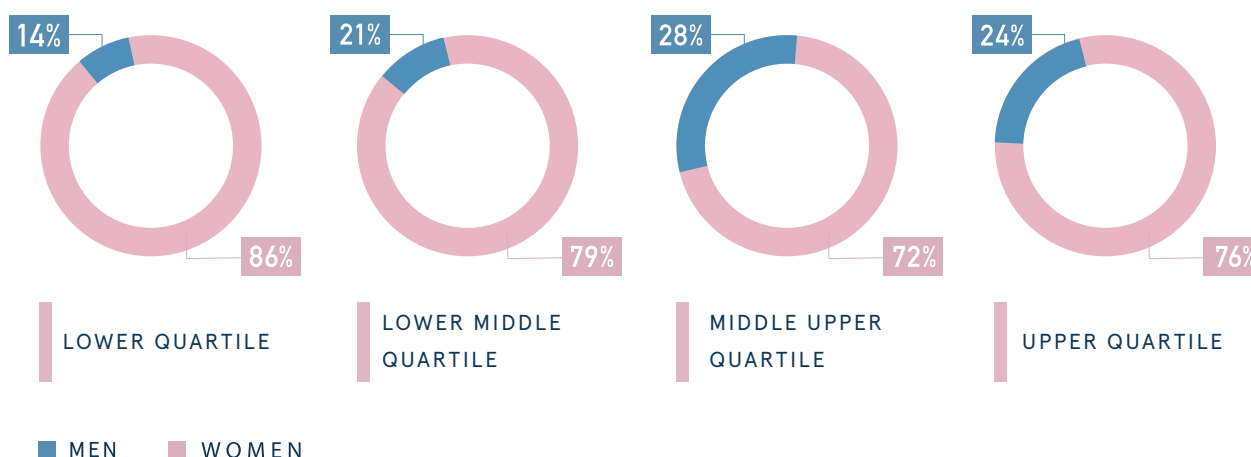


### REASON WHY THIS IS/WHAT IT IS TELLING US:

- The percentage of men that received a bonus such as service awards and incentives was higher than women, however, the value of bonus received by women was much greater than that of men.

## 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:

- Due to the nature of our retail environment and flexibility we offer all women be it college or family a higher proportion of women are at entry level.
- A higher proportion of the men in the middle to upper work in Food or Support roles which offers competitive remuneration.

## HOW WE ARE TAKING ACTION TO CLOSE THE GENDER PAY GAP:

- To improve the representation of women throughout all levels of the business in particular our food and logistics function.

- We continue to ensure that bias is mitigated through the recruitment and selection process.
- We will continue to ensure that all colleagues at all levels and gender are given feedback, training and development in line with our culture.
- We will continue to offer flexible working hours & days with our colleagues to support them with their work life balance.
- We will continue to build a culture of trust, openness and inclusion in the work place.

Kilkenny Design is committed to using the gender pay gap to drive continuous and meaningful change. Reporting on this fosters accountability and awareness provides us with the information we require to improve. The gender pay gap allows us to fully understand the dynamics of our company and it acts as an incentive to better enable us to attract, recruit and retain the best people.

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# KILKENNY DESIGN