



GENDER PAY GAP REPORT 2023

At Kilkenny Design, we are not just a business, we are a community that champions equality, innovation, and empowerment, for all our colleagues who drive our success.

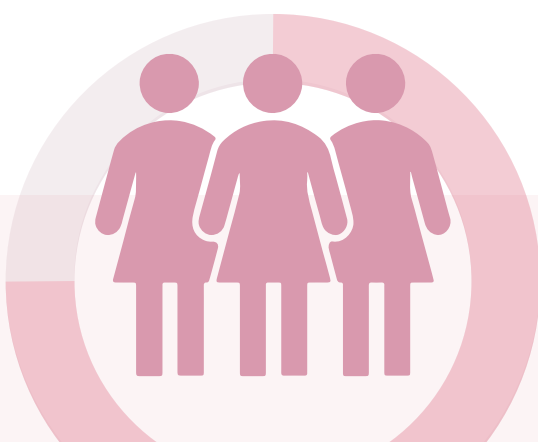
For over 60 years, Kilkenny Design has been at the forefront of championing women in business, creating a workplace where every colleague is empowered to reach their fullest potential. We are proud that 86% of our executive senior leadership team is female led, a testament to our unwavering commitment to nurturing talent.

Kilkenny Design is a beacon of support and empowerment, lighting the path for all genders both within our stores and across the Irish design landscape. We also champion a host of Irish makers and designers, showcasing their brands to our customers and sharing in their passion and creativity.

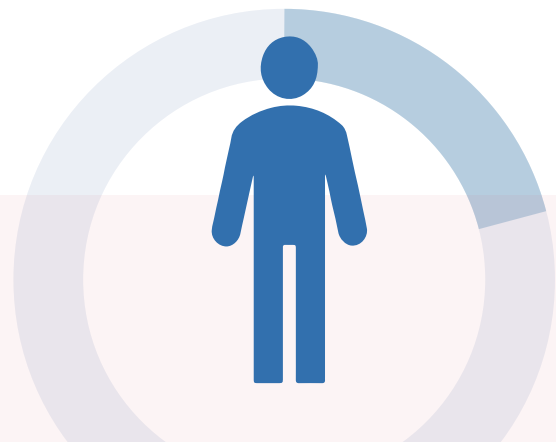
We welcome the spotlight on the gender pay gap and strive to lead the charge, creating a more equitable future for all our colleagues across all channels and central head office. Our official Gender Pay Gap Report initiates honest conversation within our workplace, adding trust and transparency, key values of our core business. This review will outline our progress toward equality, setting clear, sustainable goals to achieve in the coming years.

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

74%



26%





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Empowering and nurturing women in business is not just a passion of mine. I am immensely proud that 86% 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**

**OVER 86%
OF OUR
LEADERSHIP
TEAM IS
FEMALE**

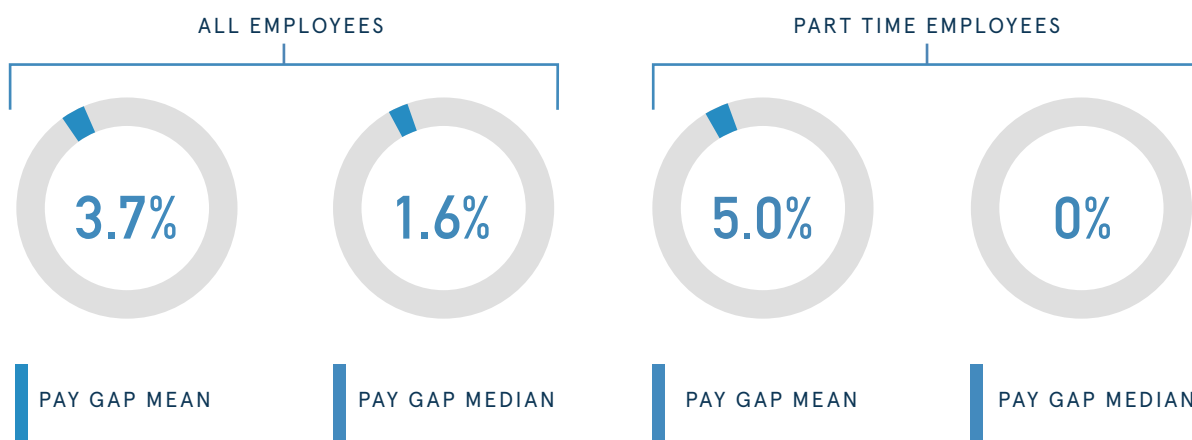
In this report we share our gender pay gap for all colleagues within Kilkenny Design, for the 12 months up to 30th June 2023.

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 significantly narrowed across our entire company over the 12 months upto June 2023, a testament to our unwavering commitment to equality.

In 2022, the mean pay gap for all colleague was 7.7%. We've made remarkable strides, reducing it to 3.7%. For part-time colleagues, the mean gap in 2022 has also decreased, from 5.5% to 5% in 2023.

The median pay gap tells us a great story. For all colleagues, the gap has closed from 4% in 2022 to 1.6% in 2023. Among part-time colleagues, we've achieved an important milestone, reducing the median gap from 3.6% in 2022 to 0% in 2023.

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 equitability remains at the heart of everything we do.

BONUS & BIK RENUMERATION 2023

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 2023.

| 2023 BONUS | MEN | WOMEN |
|------------------------|-------|-------|
| % WHO RECIEVED A BONUS | 9 % | 19 % |
| % WHO RECIEVED BIK | 0.01% | 2 % |

| BONUS MEAN AND MEDIAN 2023 | |
|----------------------------|-------|
| BONUS PAY GAP MEAN | 59 % |
| BONUS PAY MEDIAN | -25 % |

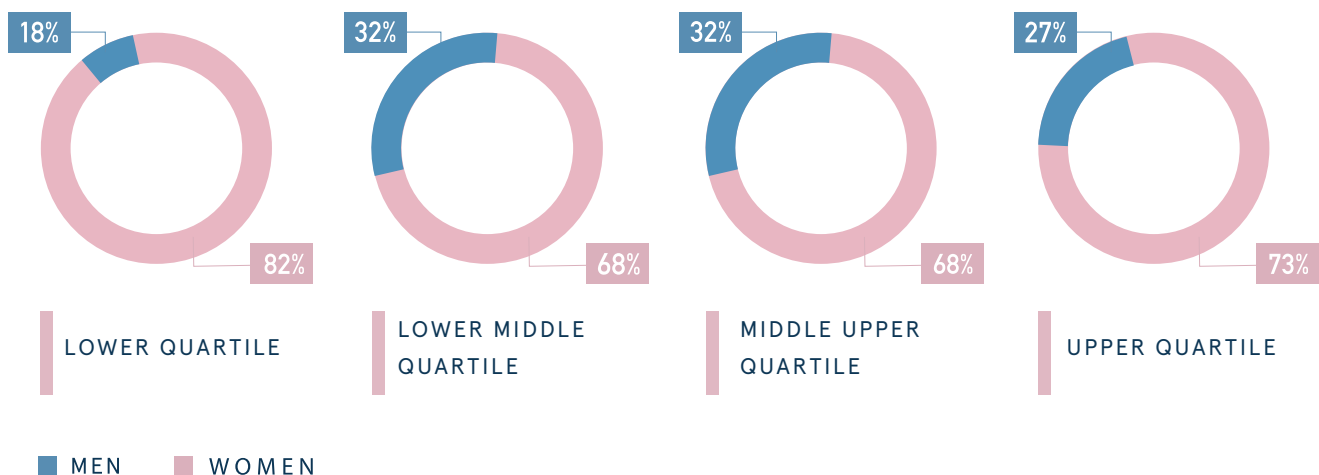
WHAT IT IS TELLING US:

In 2023, a higher percentage of women (19%) received bonuses compared to men (9%), a positive step towards the strong contributions that females represent. However, while more women received bonuses, the nominal value was 59% lower than that of their male counterparts, however the median gap was -25% demonstrating the midpoint bonus values was higher for women than men.

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.
- Last year, we welcomed more men into our Food and Logistics teams, with a noticeable increase in representation within the middle and upper-middle quartiles

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

- At Kilkenny Design, we are not just closing the gender pay gap, we're leading the charge. This year, we've reached a significant milestone: our leadership team in 2024 is now 100% female, up from 86% last year. This achievement underscores our deep commitment to gender
- At Kilkenny Design we are dedicated to eradicating bias from every stage of our recruitment and selection process, ensuring that all colleagues, whether new or longstanding are valued for their talents and contributions. Our commitment extends beyond hiring, as we continually invest in our people by providing feedback, training, and development opportunities that are aligned with our inclusive and growth-oriented culture.
- Understanding the importance of work life balance, we offer flexible working hours and days, including four-day work weeks and unpaid leave options, designed to support the diverse needs of our team members.
- Above all, we are steadfast in building a workplace founded on trust, openness, and inclusion where every individual feels empowered, valued, and inspired to reach their full potential.

KILKENNY DESIGN