

Kilkenny Cheese Gender Pay Gap 2025

What is Gender Pay Gap Reporting?

A Gender Pay Gap is the **difference in the average hourly wage of all men and women across our workforce.**

It is designed to capture the **extent to which women are evenly represented across an organization.**

This is not an equal pay audit. It is a **measure of equal opportunity and gender representation.**

Irish Gender Pay Gap Information Act 2022



What

Gender Pay Gap (GPG) Information Act 2021 - published into law in July 2021 - requires Irish companies to report on the Gender Pay Gaps



When

Snapshot date of June 2022 with December 22 reporting deadline



Who

2022 - entities with 250+ employees
2024 - entities with 150+ employees
2025 - entities with 50+ employees



What is required?



Gender pay gap
mean and median



Bonus pay gap
mean and median



Part-time pay gap
mean and median



Bonus pay
proportion



Quartiles

How is the Gender Pay Gap calculated?

Snapshot Date = 30th June 2025

$$\text{Gender Pay Gap} = \frac{\text{Ord Pay} + \text{Bonus} + \text{BIK}}{\text{Standard hours/Actual Paid hours} + \text{Overtime} - \text{Unpaid hours}}$$

2025 Kilkenny Cheese
Mean Gender Pay Gap =
-5.4%



Gender Pay Gap - Overall

**Mean
Gender
Pay Gap
2025**

-5.4%

**Median
Gender
Pay Gap
2025**

-28.0%

Gender Pay Gap - Bonus

2025

Mean

35.5%

Median

35.9%

In receipt of a Bonus

2025



29%



5%

Mean Gender Pay Gap – FTC

2025

-127.0%

In receipt of BLK

2025



3%



0%

Gender Representation 2025



21 or 23.33%



69 or 76.67%