

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



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



Snapshot date of June 2022 with December 22 reporting deadline





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

2025 - entities with 50+ employees

What is required?



mean and median





Bonus pay gap mean and median





How is the Gender Pay Gap calculated?

Snapshot Date = 30th June 2025

Gender Pay Gap =

Ord Pay + Bonus + BIK

Standard hours/Actual Paid hours +
Overtime – Unpaid hours

2025 Kilkenny Cheese Mean Gender Pay Gap = -5.4%



Gender Pay Gap - Overall

Mean Gender Pay Gap 2025 Median Gender Pay Gap 2025

-5.4%

-28.0%

Gender Pay Gap - Bonus

2025

Mean 35.5%

Median 35.9%

In receipt of a Bonus
2025

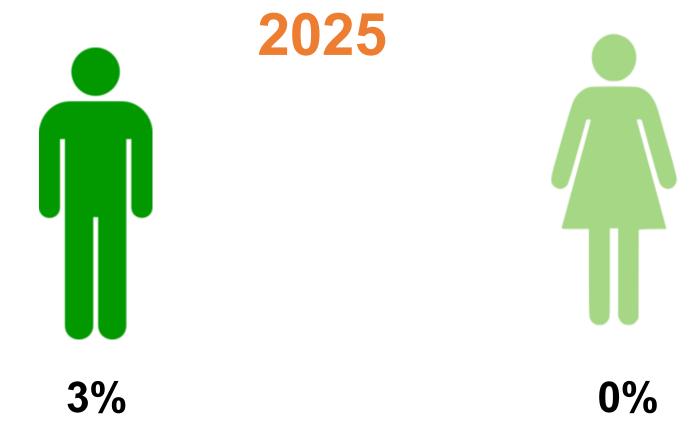
2025

5%

Mean Gender Pay Gap – FTC 2025

-127.0%

In receipt of BIK



Gender Representation 2025



21 or 23.33%



69 or 76.67%