

Gender Pay Gap Report 2025

As at the snapshot date of 28/06/2025

The Gender Pay Gap Information Act 2021 introduced legislative basis for gender pay gap reporting in Ireland. The act requires organisations to report on their hourly gender pay gap across a range of metrics.

Employers to whom the reporting obligations apply will be required to calculate and publish the gender pay gap information in respect of relevant persons employed by them on the chosen snapshot date, with the calculations to be based on those employees' remuneration for the 12 month period that precedes the snapshot date. Employers are required to choose a snapshot date which must be in June.

Nisbets Limited have chosen the date of **28 June**, with the reporting date being 5 months after the snapshot date. The data points we are required to report are:

1. **Headcount** - Number of employees at Nisbets Limited as at 28 June 2025 is 50.

21 Females.	42% Female
29 Males.	58% Male

5 Employees are employed on a part time basis and the part time employees are female.

No employees are on a temporary contract.

2. **Mean Hourly Remuneration** – the average hourly pay of male employees and the average hourly pay of female employees.

At Nisbets the mean (average) female colleague's hourly rate is 23.62% lower than that of a male.

3. **Median Hourly Remuneration** – the middle-point of the hourly pay of male employees and the middle point of hourly pay of female employees when their pay is arranged in order of lowest to highest. If there is an even number in the range the median is the average of the two middle numbers.

At Nisbets the median hourly rate is 1.36% lower than that of male.

4. **Mean and Median Bonus Difference** - The gap in terms of the mean and median bonuses paid to male and female colleagues in our organisation.

The mean female colleague's bonus rate is 35.55% lower than the that of a male whilst the median bonus rate is -0.15% lower

5. **The actual proportion of male and female colleagues who received a bonus.**

The proportion of female colleagues receiving a bonus is 85.71% whilst the proportion of male colleagues receiving a bonus is 65.52%.

Gender Pay Gap Report 2025

As at the snapshot date of 28/06/2025

6. The actual proportion of male and female colleagues who received a BIK.

The proportion of female colleagues receiving a BIK is 4.76% whilst the proportion of male colleagues receiving a BIK is 13.79%

7. The proportion of male and female colleagues in each quartile of our organisation's pay structure.

Lower hourly pay quartile (lowest paid)	Men 50.0%, Women 50.0%
Lower middle hourly pay quartile	Men 62.0%, Women 38.0%
Upper middle hourly pay quartile	Men 46.0%, Women 54.0%
Upper hourly pay quartile (highest paid)	Men 75.0%, Women 25.0%

8. Employer Statement

Our Commitment to Equality, Diversity and Inclusion

We are committed to creating a workplace that is fair, inclusive and supportive for all colleagues. Everyone should feel valued and able to thrive, regardless of gender or background. Pay equity is a key part of this commitment, and we regularly review remuneration to ensure colleagues with similar experience and responsibilities are paid equitably.

At the snapshot date of this report, our data shows that differences in median hourly pay and bonus are minor, reflecting consistency across most roles. However, mean data shows greater variation, which is largely due to structural factors such as team size and seniority. Nisbets ROI is a small team, so any changes in salary or periods of leave can have a significant impact. For example, three women were on maternity leave last year within the same team.

Quartile Analysis

- Quartile 1: Pay equity is achieved.
- Quartile 2: Distortion exists because this quartile is dominated by operational roles, which currently have a higher proportion of men.
- Quartile 4: Representation of women is limited (only three women), and the highest earners (our senior leaders in ROI) are all men.

Despite these structural factors, there are positive indicators. Senior roles in Retail and Sales are held by women, who are among the highest earners. The majority of colleagues are on standard pay rates, and all are eligible for bonuses. We are also seeing an increase in women joining operational roles and actively encourage this trend.

Actions and Initiatives

We are taking proactive steps to improve equity and support colleagues:

- Enhanced Family-Friendly Pay: From January 2026, maternity, paternity and adoption pay will increase.
- Recruitment: We continue to encourage women into operational roles and review talent pipelines to ensure balanced candidate pools.
- Development: All colleagues have access to training and progression opportunities, and we monitor outcomes to ensure fairness.
- Flexibility: We support flexible working arrangements to help colleagues balance work and home commitments.

Our Focus

While structural factors influence mean pay differences, our commitment to equality remains strong. We will continue to review pay practices, promote female representation in senior and operational roles, and ensure all colleagues have the opportunity to succeed

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As at the snapshot date of 28/06/2025

Nisbets is required by law to carry out Gender Pay Reporting under the Gender Pay Gap Information Act 2021.

The data for this report has been gathered using the data measure point 28 June 2025

The Gender split at the data measure point is

Male	Female
58.00 %	42.00%

Pay and Bonus Gap

Mean Gender Pay Gap	the difference between the mean hourly rate of pay of male relevant employees and that of female relevant employees	23.26%
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Median Gender Pay Gap	the difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees	1.36 %
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Mean Bonus Gap	the difference between the mean bonus pay paid to male relevant employees and that paid to female relevant employees	35.55 %
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Median Bonus Gap	the difference between the median bonus pay paid to male relevant employees and that paid to female relevant employees	-0.15 %
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	Male	Female
Bonus Proportions	65.52 %	85.71%

BIK Proportions	13.79%	4.76%
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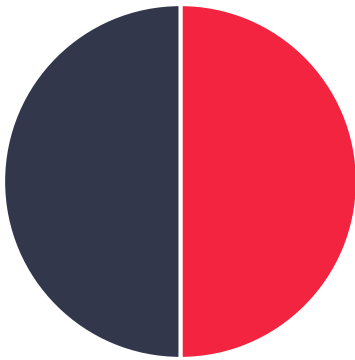
Gender Pay Gap Report 2025

As at the snapshot date of 28/06/2025

Quartile Pay Bands

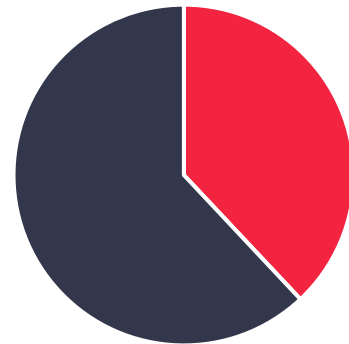
the proportions of male and female relevant employees in the lower, lower middle, upper middle and upper quartile pay bands

Lower Quartile



Female 50% Male 50%

Lower Middle Quartile



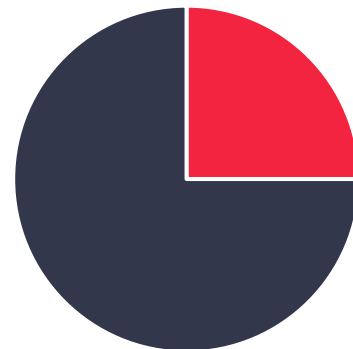
Female 38% Male 62%

Upper Middle Quartile



Female 54% Male 46%

Upper Quartile



Female 25% Male 75%