
Gender Pay Gap Report November 2025

*(June 2025
Snapshot)*

30 November 2025

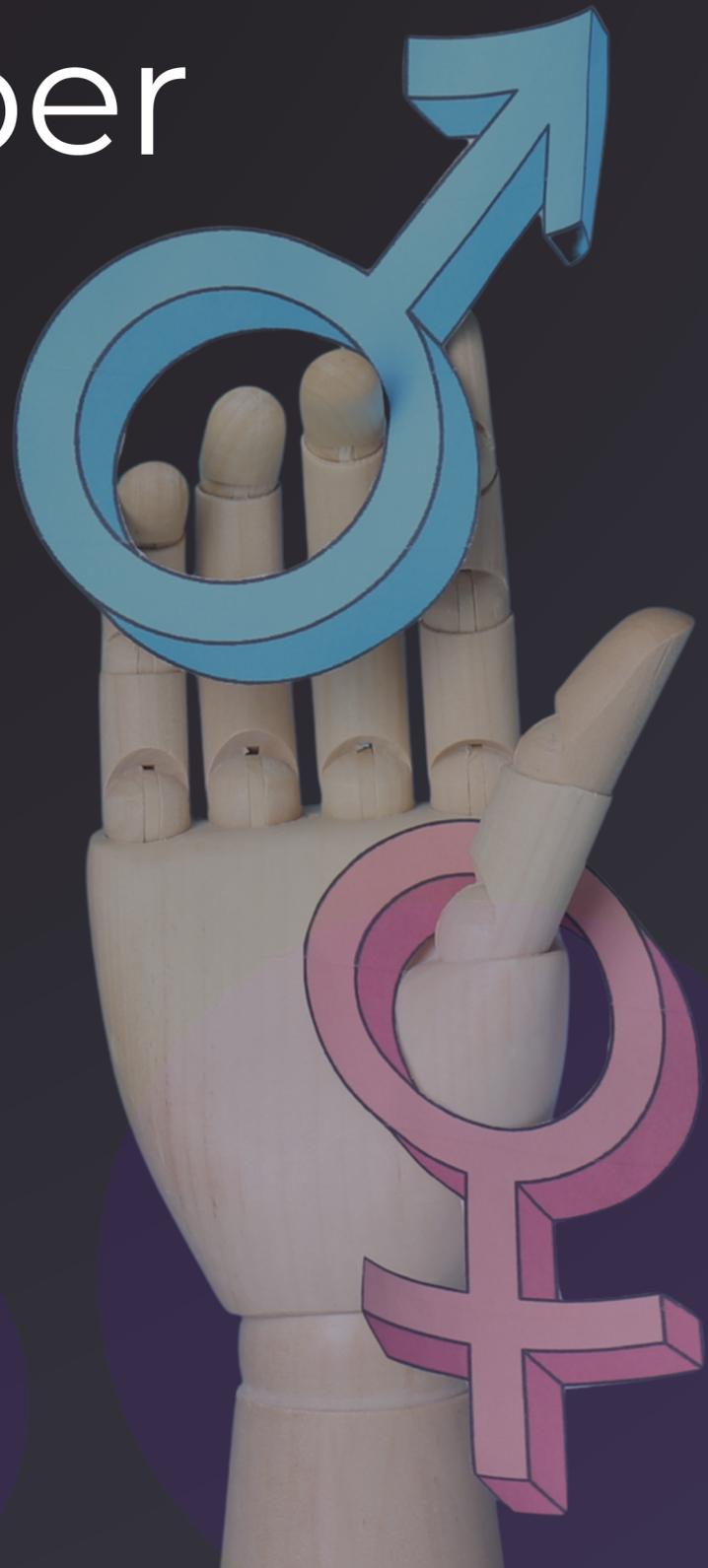


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Introduction

At Kinore, our values of Ambition, Fairness and Utter Dependability guide everything we do. As a female-founded organisation, we are committed to building a workplace where people are supported to achieve their potential, treated with respect and dignity, and empowered to contribute meaningfully to our shared success.

This Gender Pay Gap Report is published in accordance with the Gender Pay Gap Information Act 2021 and the Employment Equality Act 1998 (Section 20A) (Gender Pay Gap Information) Regulations 2022, which require Irish employers with 50 or more employees to report on their gender pay gap. The legislation requires organisations to disclose the difference in average hourly pay and bonus pay between men and women, as well as the gender distribution across pay quartiles and the proportions receiving bonuses and benefits in kind.

It is important to note that the gender pay gap is not a measure of equal pay. Equal pay means that men and women performing the same or similar work, or work of equal value, are paid equally. This is a principle we uphold as a matter of Fairness and integrity. The gender pay gap instead reflects the composition of the workforce, the distribution of genders across roles and patterns of work. A pay gap can exist even where equal pay principles are fully met.

At Kinore, our commitment to Ambition drives us to create an environment where every employee can grow and progress in their career. Our value of Fairness is reflected in our transparent approach to pay, recruitment and progression. Our culture of Utter Dependability ensures that employees can rely on us to support them through flexible, modern and inclusive working practices.

We operate a remote first working model that supports balance, autonomy and trust. This approach, combined with options such as compressed work week arrangements, enables employees, including parents of young children, caregivers and those with diverse personal commitments, to thrive professionally while managing life outside of work. These practices support work life balance and promote equitable access to opportunities across all genders.

Publishing our gender pay gap results forms part of our ongoing commitment to transparency, accountability and continuous improvement. We remain dedicated to reviewing our policies, monitoring our progress and strengthening our approach to diversity, equity and inclusion as we continue to build a workplace that truly reflects our values.



Our Results

-7%

Mean hourly gender pay gap

-6%

Median hourly gender pay gap

-19%

Mean bonus gender pay gap

0%

Median bonus gender pay gap

47%

Men receiving a bonus

44%

Women receiving a bonus

0%

Men receiving benefits-in-kind

2%

Women receiving benefits-in-kind

Part-time Mean gender pay gap: Not Applicable
Part-time Median gender pay gap: Not Applicable

Pay quartiles:

Upper quartile



27%



73%

Upper-middle quartile

21%

79%

Lower-middle quartile

14%

86%

Lower quartile

40%

60%

Legislative Framework

This report has been prepared to comply with:

- Gender Pay Gap Information Act 2021
- Employment Equality Act 1998 (Section 20A) (Gender Pay Gap Information) Regulations 2022
- Guidance issued by the Department of Children, Equality, Disability, Integration and Youth (DCEDIY)

Methodology



Reporting Population

The reporting population includes all employees who were employed on the snapshot date of June 2025, including:

- Full-time employees
- Part-time employees
- Temporary and fixed-term employees
- Employees on paid leave



Definition of Remuneration

Included:

- Basic pay, allowances, premium pay, paid leave
- Bonus payments and commission
- Taxable benefits-in-kind
- Cash allowances in lieu of pension contributions



Excluded:

- Pension contributions
- Tax-free small benefit vouchers
- Travel passes, cycle-to-work scheme benefits
- Expenses, Non-taxable gifts
- Redundancy payments

Hourly Pay Calculations



Hourly pay calculated using total taxable remuneration divided by total hours worked, followed by mean and median gender comparisons.

Bonus Pay Calculations



Includes all taxable bonus, incentive, and commission payments made in the 12 months preceding the snapshot date.

Benefits-in-Kind (BIK)



Includes employer-paid health insurance, company vehicles, accommodation, and other taxable BIKs.



Pay Quartiles

Employees ranked by hourly pay and divided into four equal quartiles to determine gender distribution.

Understanding Our Results

The gender pay gap results for Kinore reflect the makeup of our workforce at the snapshot date and show that women are well represented across the organisation, including in upper pay quartiles and higher-earning roles.

Our mean hourly gender pay gap is -7% and the median hourly gender pay gap is -6%, indicating that, on average, women at Kinore earn slightly more per hour than men. This is primarily due to the strong representation of women in higher-paid roles across the business.



Bonus outcomes similarly highlight positive female representation. The mean bonus gap of -19% shows that women received higher average bonus payments during the reporting period, while the median bonus gap is 0%, demonstrating equal bonus outcomes at the midpoint.

The proportion of employees receiving a bonus is broadly balanced, with 47% of men and 44% of women receiving a bonus. 1 employee received taxable benefits-in-kind

Our pay quartile data further reflects the gender distribution within the company. Women make up the majority in all quartiles except the lower quartile, including 73% of the upper quartile, 79% of the upper-middle quartile, and 86% of the lower-middle quartile. This distribution drives the overall negative pay gaps and demonstrates strong representation of women in senior and higher-paid positions.

Kinore has always placed strong emphasis on equitable opportunities, inclusive hiring practices and transparent pay structures. We remain committed to creating a workplace that supports all employees in building rewarding and sustainable careers.

Our results reflect progress, but we remain committed to continually reviewing our practices, supporting career development, and ensuring fair representation across all areas of the business.

We will continue to invest in a culture where employees of all genders can succeed and grow.

Actions to Continue Addressing the Gender Pay Gap



Gender-balanced recruitment



Leadership development



Flexible and remote working arrangements



Review of performance and promotion frameworks



Supports for parents and returners



Annual monitoring

Statement of Accuracy

I confirm that the information contained in this report is accurate and prepared in accordance with legislation.



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