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Ireland Gender Pay Gap Reporting 2026

Background

The Irish government passed the Gender Pay Gap Information Act 2021 which details the 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. As of 2025, organisations with 50 or more employees are required to report on their gender pay gap.

This report is based on a snapshot of employees and earnings data as at 28 June 2026. During this period, our employee population consisted of 53 employees, with a gender split of 7 males and 46 females.

Gender pay gap

This is the difference between men's and women's average hourly pay across an organisation, expressed as a percentage, regardless of the nature of the work they do.

This is expressed as a percentage of men's earnings, e.g. women earn x% less than men. A negative percentage indicates that women earn more than men.

The mean pay gap is a comparison of the average pay for a woman and the average pay for a man.

The median pay gap is a comparison of the hourly pay rate for the middle woman if all our female employees stood next to each other in order of lowest hourly rate of pay to highest, and the hourly pay rate for the middle man if all our male employees were arranged in the same way.

We also report the percentage of men and women in each pay quartile. Quartiles are calculated by listing the hourly pay for each colleague across our Irish population from lowest to highest, before allocating that list into four equally sized groups of men and women and calculating the percentage of men and women in each of these groups.

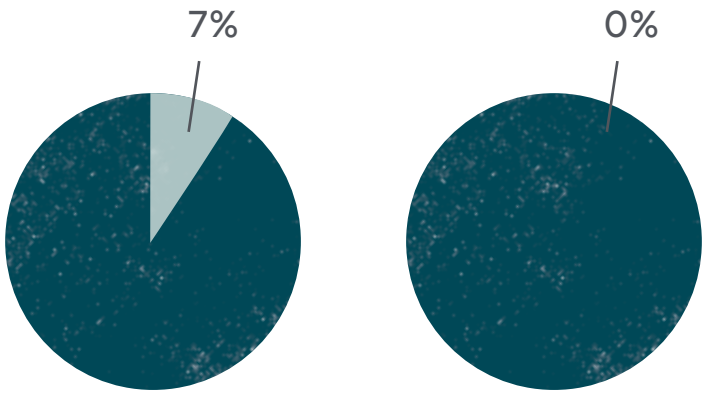
The gender pay gap does not measure equal pay, which relates to the amount that men and women are paid for the same or similar jobs.

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Our pay gap

Median Hourly Pay Gap	-1.3%
Mean Hourly Pay Gap	-8.4%
Median Hourly Pay Gap: Part-time colleagues	0.1%
Mean Hourly Pay Gap: Part-time colleagues	-1.2%
Median Hourly Pay Gap: Temporary colleagues	-100%
Mean Hourly Pay Gap: Temporary colleagues	-100%
Median Bonus Pay Gap	-100%
Mean Bonus Pay Gap	-100%

Bonus recipients



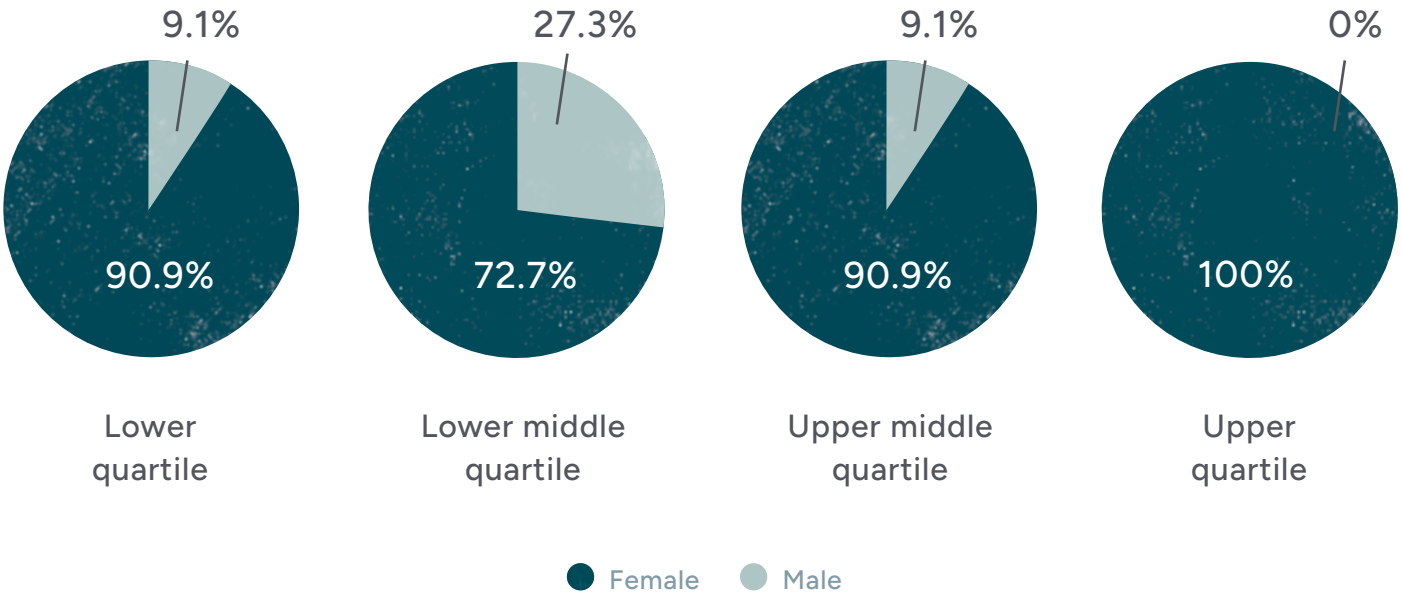
The percentage of men and women who received bonus pay.

**There are no benefit in kind numbers recorded within the data period.*

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Pay quartiles

The percentage of men and women in each of the four pay quartiles.



Understanding the pay gap

- This is the second year that FatFace has reported its gender pay gap in Ireland, after the amendments had been made to the 2021 regulations to reflect the obligation on organisations with 50+ employees to report in 2025.
- Our overall workforce split for Ireland is 87% female versus 13% male.
- Both our Median and Mean pay gaps are in favour of women, with our Median Hourly Pay Gap – Part Time Employees (0.1%) showing almost no gap between what men and women are paid in Ireland.
- Our gender pay gap is in favour of women, due to more women being Store Managers/Assistant Store Managers (Senior Roles).
- Our bonus pay gap is in favour of women, due to no bonuses being paid out to men.

Men full-time	Men part-time	Women full-time	Women part-time
0%	16%	100%	84%

- The Mean and Median pay gap for Temporary colleagues is negative as a result of no men being on temporary contracts on the snapshot date.

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Commitments to support our workforce

FatFace is proud that its reported pay gaps are generally in favour of women, with the exception of the median hourly pay gap for part-time colleagues, which is 0.1%. We want every colleague to feel supported and able to be their natural best at work. The improvements below show how we're continuing to make FatFace a better place to work and reducing our Gender Pay Gap.

Network Groups

FatFace is committed to promoting gender diversity across the business and continues to invest in initiatives that raise awareness of gender-related issues while fostering open conversations. Our menopause group offers colleagues a welcoming space to connect and share experiences. We have also created a menopause action plan, shaped by the group's experiences and feedback, to guide how our approach evolves over time and make a meaningful difference to those involved. By helping colleagues experiencing menopause remain in work and progress in their careers, these initiatives can help address barriers that contribute to gender pay gaps over time.

Family Leave Policies

We have taken more meaningful steps to enhance our family-friendly policies, ensuring that our workplace supports employees through key life stages. We continue to offer our enhanced maternity policy, providing additional paid leave beyond statutory requirements. This improvement reflects our commitment to supporting new parents and promoting gender equality in the workplace.

Alongside our enhanced maternity leave, we have introduced a Carer's Leave Policy for colleagues in Ireland, giving those with caring responsibilities greater flexibility to balance work and care. This policy can help our female colleagues remain in work, continue developing their careers and progress into higher-paid roles, helping to address factors that contribute to the gender pay gap over time.

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Looking ahead for the future

Over the past year, FatFace has continued to advance equity, diversity and inclusion, including progressing our B Corp recertification under the new process and developing a purpose-driven EDI-B strategy with measurable success metrics.

We are publicly demonstrating our commitment to equity, diversity and inclusion by making our commitment statements visible on our website and across all job advertisements. This clearly communicates our values to current and prospective colleagues, reinforces our ambition to create an inclusive workplace and helps ensure that people from all backgrounds feel encouraged to build and progress their careers at FatFace.



Joanne Wilson, People Director

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