

FATFACE

Gender pay gap reporting 2025

Ireland

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 2025. During this period, our employee population consisted of 58 employees, with a gender split of 6 males and 52 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 compared to women's earnings. 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 did the same.



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.

Our pay gap

Our mean and median pay gap differences between men and women are below.



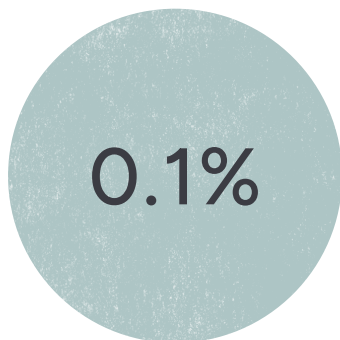
Mean Hourly
Pay Gap



Mean Hourly Pay
Gap: Part-time
colleagues



Mean Hourly Pay
Gap: Temporary
colleagues



Median Hourly
Pay Gap



Median Hourly Pay
Gap: Part-time
colleagues



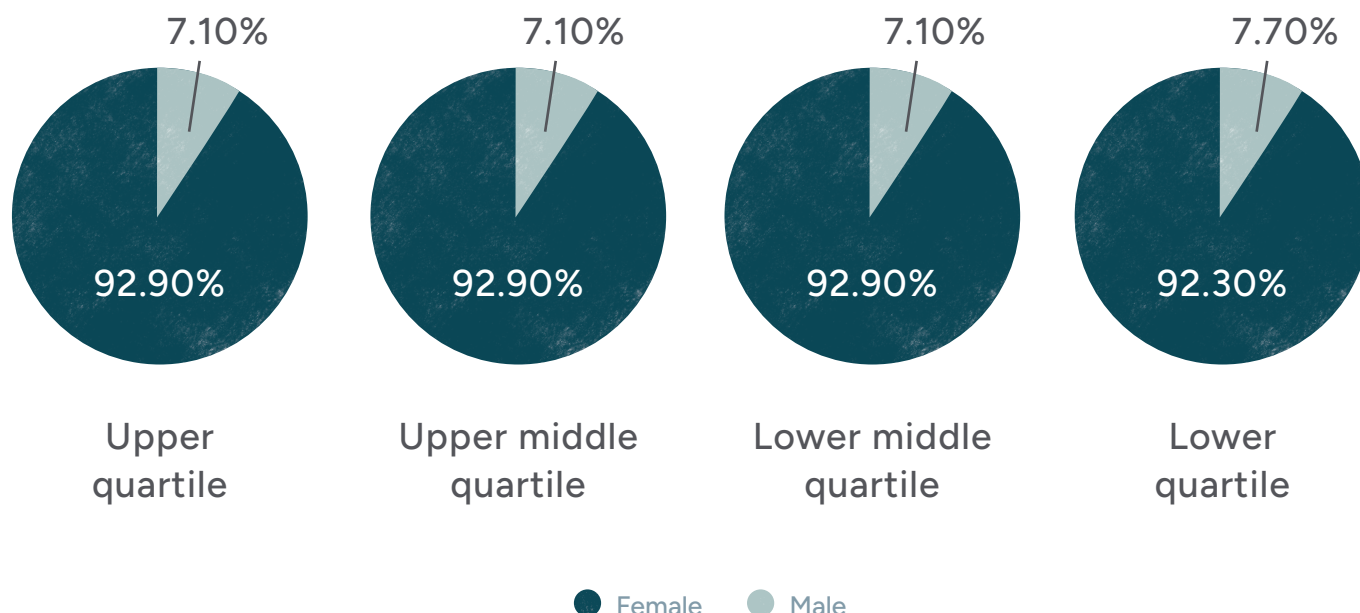
Median Hourly Pay
Gap: Temporary
colleagues

● Mean ● Median

**No bonus payment was awarded within the data period*

Pay quartiles

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



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

Understanding the PAY GAP

- This is the first 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 90% female versus 10% male.
- Both our Median and Mean pay gaps are small, with our Median Hourly Pay Gap (0.1%) showing almost no gap between what men and women are paid in Ireland.
- Our part-time colleagues have a gender pay gap in favour of women, due to more women being Store Managers/Assistant Store Managers (Senior Roles).

% of Women and Men in FatFace Ireland who work full-time and part-time

Men full-time	Men part-time	Women full-time	Women part-time
9%	11%	91%	89%

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.

Commitments to support our workforce

FatFace are proud to be making positive movement this year with our Ireland Gender Pay Gap report, especially the result with our Median Pay Gap being almost 0%. We are committed to improving our working environment for our colleagues to support them in being at their natural best. Below are some of the areas we have improved to do just that.

Network Groups:

FatFace remains 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. We've expanded our employee networks with the launch of a menopause support group, providing a safe and supportive space for individuals going through the menopause to connect, share experiences, and offer mutual encouragement. This year, we have also created a PRIDE network group to champion LGBTQIA+ inclusion at FatFace by empowering voices, celebrating Pride and promoting allyship.

Family Leave Policies:

We have taken significant steps to enhance our family-friendly policies, ensuring that our workplace supports employees through key life stages. One of the most impactful changes has been the introduction of an enhanced maternity policy, which provides additional paid leave beyond statutory requirements. This improvement reflects our commitment to supporting new parents and promoting gender equality in the workplace.

Alongside maternity enhancements, we have reviewed and strengthened other family-focused benefits, including flexible working arrangements which aims to support new parents in their return to working life whilst having a child. These changes aim to create an inclusive environment where employees can balance their careers with family responsibilities, fostering long-term engagement and well-being.

Period Positive Workplace:

We are proud to have a Period Positive Workplace Policy to foster a culture that prioritises menstrual wellbeing. As part of this initiative, we partnered with a brand to provide free period products for all employees.

Looking ahead for the future

FatFace remains committed to advancing equity, diversity, and inclusion with plans to develop a purpose-driven EDI strategy with measurable success metrics.

Education will be a key focus next year, with new learning content on topics such as inclusive leadership, neurodiversity, and inclusive language delivered through our Thrive platform. This commitment will extend to onboarding, ensuring every new Crew member completes equality and diversity training from day one.

Additionally, we are reviewing our bonus scheme to ensure it is fair, fit for purpose, and supports our goal of closing the bonus gap.

A handwritten signature in black ink, appearing to read 'Joanne Wilson', with a stylized, looped design.

Joanne Wilson, People Director