

Gender Pay Gap 2024/25 Report



Nolans Supermarkets are sharing our second Gender Pay Gap report in line with the Gender Pay Gap Information Act 2021.

We have been proudly serving the Clontarf community for over 60 years and are very proud of the wonderful support and the accolades we receive from our customers.

Our success has only been possible thanks to the talented people who work for us. Each individual plays an essential role in continuing the growth and development of Nolans Supermarkets.

What is a Gender Pay Gap?

Organisations with over 150 employees are in their second year of reporting on their Gender Pay Gap across a range of metrics. The main focus of the gender pay gap is to show the difference between the average hourly remuneration of men and women within an organisation.

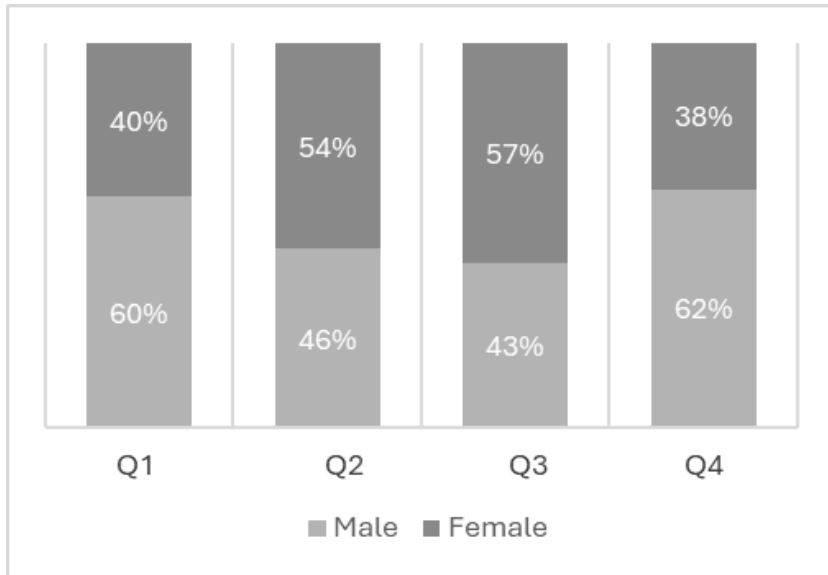
Gender Pay is not the same as Equal Pay. Gender pay does not compare employees on the basis of their roles, job titles, length of service or experience. Instead it looks at total remuneration and expresses any difference in remuneration between genders as a percentage.

Mean and Median Results

Median Hourly Remuneration Gap	-0.5%
Mean Hourly Remuneration Gap	4.4%

Median Part Time Hourly Remuneration Gap	-3.9%
Mean Part Time Hourly Remuneration Gap	-2.5%
Median Full Time Hourly Remuneration Gap	11.7%
Mean Full Time Hourly Remuneration Gap	7.3%

Pay Quartiles



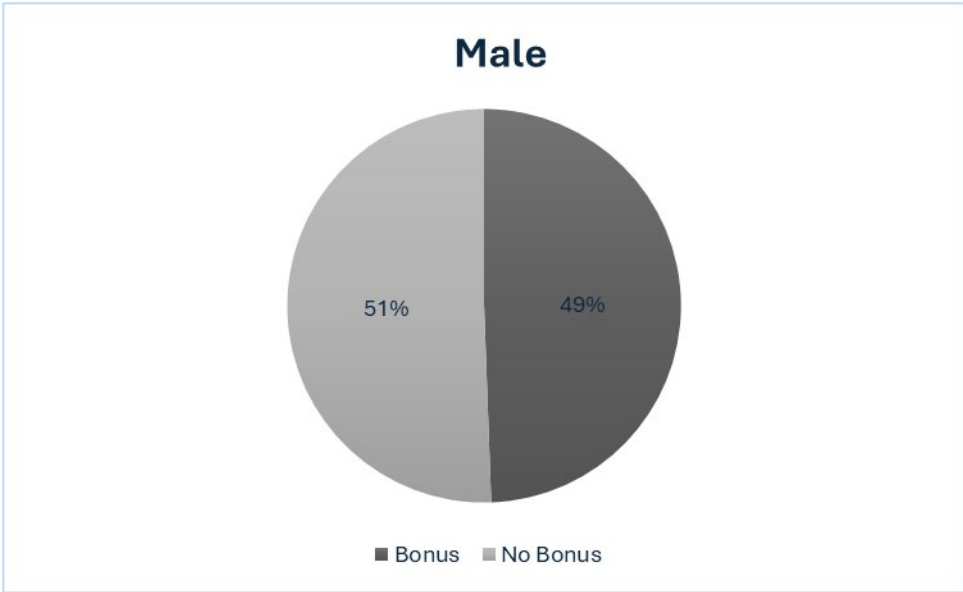
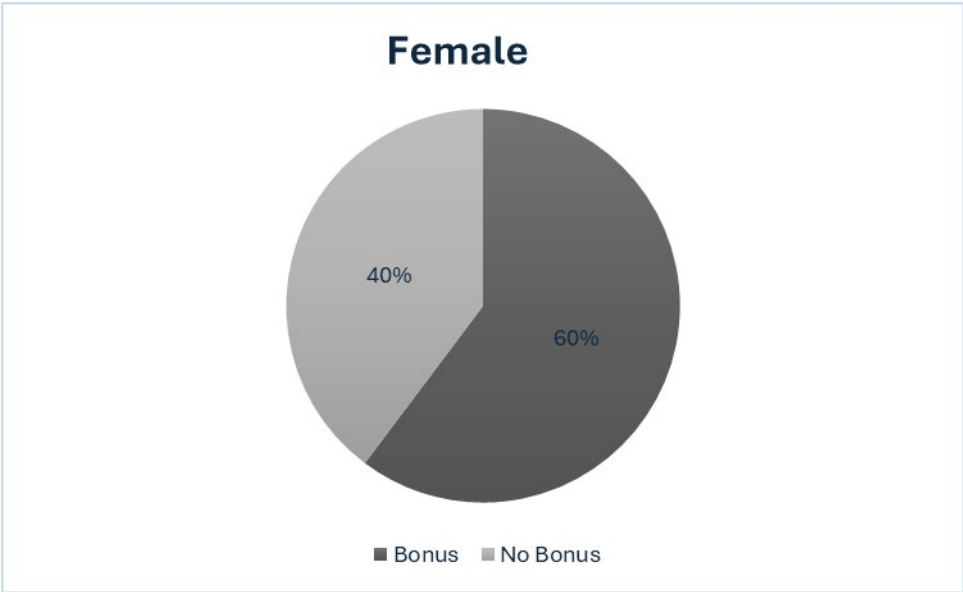
The regulations require that we split our relevant paid colleagues into four equal quartiles and show the gender distribution for each quartile

- Q1 - Lower remuneration quartile pay band
- Q2 - Lower middle remuneration quartile pay band
- Q3 - Upper middle remuneration quartile pay band
- Q4 - Upper remuneration quartile pay band

Bonus

These figures show the percentage of men and women who received a bonus payment.

Bonuses were paid to all qualifying staff.



Our Results

Nolans Supermarkets sees its employees as individuals with varying experience and potential. As would be expected, remuneration levels are often determined by these attributes. Remuneration can also take into account individual performance. It does not take into account the gender of employees.

The nature of the gaps that are present illustrate Nolans Supermarkets' gender neutral approach to pay.

Our mean hourly pay gap of 4.4% is well below both the Irish (11.2%) and EU (12%) averages.

Our aim is to provide long-term, satisfying careers where every individual, at every level, has the opportunity to maximize their skills and evolve with the company. Nolans Supermarkets are committed to gender equality in recruitment and career progression.

Nolan's
of Clontarf