

Gender Pay Gap Report 2025 Gino's Ice Cream Ltd



Crafting Italian Gelato with
Irish Pride Since 2008

Introduction to us !

Inspired by their past Jonathan Kirwan and Anthony Murphy sons of Ice Cream makers joined forces over their shared passion & family history for crafting the best local desserts the duo set out to create Ireland's best ice cream. Travelling the world in search of the best sweet treats & dessert options they were stopped in their tracks in Italy uncovering the magic of gelato in its homeland.

The duo returned blending the finest traditional Italian gelato techniques with pure organic Irish milk, creating a gelato experience like no other – and so Gino's Gelato was born in 2008.

As a business in the Irish retail market, Gino's Ice cream Ltd. remains committed to transparency and equality in our workplace. In alignment with the Gender Pay Gap Information Act 2021 and subsequent amendments we are proud to share our gender pay gap report for 2025.

This report highlights our ongoing efforts to foster a balanced, inclusive environment where all employees can thrive. By meeting and exceeding regulatory reporting requirements we reaffirm our dedication to equitable remuneration and well-being across our company.

What is the Gender Pay Gap Report?



To start off, it's important to acknowledge that **Equal Pay** and the **Gender Pay Gap** are two separate things.

EQUAL PAY

This is where men and women performing equal work should receive equal pay

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GENDER PAY GAP

This refers to the difference between men and women's average hourly pay across the company. This is usually discussed as a percentage.

%

Mean & Median Pay Explained

MEDIAN SALARY
refers to the
exact middle of
all the salaries
earned



Lowest Paid

Median M -v- F

Highest Paid

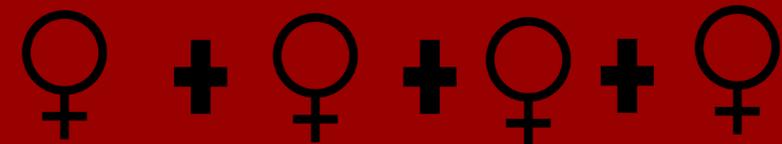
MEAN SALARY
refers to the average
salary across our
business

Sum of male hourly rates



Total number of male employees

Sum of female hourly rate



Total number of female employees

Our Data



Our Data



2023's average Gender Pay Gap in Ireland was estimated to be 8.2%, according to the Central Statistics Office, while the EU average sat at 12% in 2023.

This year our figure is -0.6%%. With this we are on average 8.8% better than the Irish national average and 12.6% better than the EU Market in terms of the Gender Pay Gap!

Gender Pay
Gap Ireland
8.2%

Gender Pay
Gap EU
12%

The Gino's Gelato logo is positioned at the top of the circle.

Gino's

8.8% Better
than the Irish
Market

The Gino's Gelato logo is positioned at the top of the circle.

Gino's

12.6% Better
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Our Data Highlights



Gino's IceCream Ltd.'s gender pay gap data was collected as a snapshot average in June 2025. At that time there was 130 employees within the business, of which was 44 men (33.8%) and 86 women (66.2%)



EMPLOYEES

130



FEMALE

66.2%



MALE

33.8%

An Overview of Our Data



| Gender Pay Gap by | | |
|-----------------------------|-------|--------|
| | MEAN | MEDIAN |
| Hourly Rate (all employees) | -0.6% | 0% |
| Bonus | -6.6% | 0% |

| Hourly Pay Quartiles | | |
|----------------------|-------|--------|
| | MALE | FEMALE |
| LOWER | 69.7% | 30.3% |
| LOWER MIDDLE | 0% | 100% |
| UPPER MIDDLE | 37.5% | 62.5% |
| UPPER | 28.1% | 71.9% |

| Bonus Paid Proportions | MALE | FEMALE |
|------------------------|-------|--------|
| | 33.3% | 9.3% |

| Benefits in Kind | MALE | FEMALE |
|------------------|------|--------|
| | 0% | 0% |