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**COOKED TO ORDER
PACKED WITH FLAVOUR**



100% Irish Beef
**ALWAYS FRESH &
NEVER FROZEN**

Eddie Rocket's GENDER PAY GAP REPORT

INTRODUCTION

Eddie Rocket's (Ireland) Ltd ("the Company") has compiled this Gender Pay Gap report in line with The Gender Pay Gap Information Act, 2022, for the period 27th June 2023 to 26th June 2024. This report relates to Company operated businesses only and does not include employees of franchised businesses which are operated by independent third parties. The Company has been in operation since 1989 and is committed to providing equal opportunities for employment and career progression and adheres to a policy of equal pay for equal work.

OUR METRICS EXPLAINED

The Mean Gender Pay Gap is the difference between women's mean hourly wage and men's mean hourly wage. The mean hourly wage is the average hourly wage across the entire organisation. We have also calculated the mean gender pay gap for part time employees., we do not employ temporary employees.

The Median Gender Pay Gap is the difference between women's median hourly wage (the middle paid woman) and men's median hourly wage (the middle paid man). The median hourly wage is calculated by ranking all employees from the highest paid to the lowest paid, and taking the hourly wage of the person in the middle. We have also calculated the median gender pay gap for part time employees., we do not employ temporary employees.

Pay Quartiles are calculated by splitting all the employees into 4 equal segments based on pay levels. Looking at the proportion of men and women in each quartile gives an idea of the gender representation at different levels across the company.

OUR GENDER PAY GAP

The figures relate to our 91 male and 65 female full time employees and our 111 male and 119 female part time employees employed on our snapshot date of 27th June 2024. The pay gap differences are small in both categories, and relate, in part, to a greater number of men working in certain roles in the company, eg as chefs, and perhaps the impact of the requirement to work late nights and weekends in many roles. There is no difference in the median hourly rate for part timers and across all staff the middle man is paid slightly more than the middle woman.

Mean hourly pay - All staff	Males earn 3.08% More than females
Mean hourly pay - Part time staff	Males earn 2.04% More than females
Median hourly pay - All staff	Males earn 2.3% More than females
Median hourly pay - Part time staff	Middle earning male earns the same as middle earning female

PART TIME GENDER DISTRIBUTION BY QUARTILE (JUNE 2023 TO JUNE 2024)

• Top Quartile	Male 59% / Female 41%	• Lower Middle Quartile	Male 71% / Female 29%
• Upper Middle Quartile	Male 75% / Female 25%	• Lower Quartile	Male 50% / Female 50%

GENDER PAY GAP - BONUS

- 2.2% of females were paid a bonus in the relevant period
- 6.4% of males were paid a bonus in the relevant period
- The average bonus paid to females was €500
- The average bonus paid to males was €340