



Eddie Rocket's GENDER PAY GAP REPORT

INTRODUCTION

Eddie Rocket's (Ireland) Ltd has compiled this Gender Pay Gap report in line with The Gender Pay Gap Information Act, 2022, for the period 27th June 2021 to 26th June 2022. Eddie Rocket's operates across 41 locations in the Republic of Ireland and Northern Ireland, including company owned and franchised diners. This report relates to company operated businesses only. 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.

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.

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 116 male and 62 female full time employees and our 191 male and 242 female part time employees. 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. Women are paid slightly more than men in the full time staff category, and slightly less than men in the part time staff category. No bonus remuneration was paid for the period in question June 2021 to June 2022.

GENDER PAY GAP IN MEAN HOURLY PAY
FULL TIME STAFF

MALES EARN
3.34% LESS
THAN FEMALES

GENDER PAY GAP IN MEAN HOURLY PAY
PART TIME STAFF

MALES EARN
2.03% MORE
THAN FEMALES

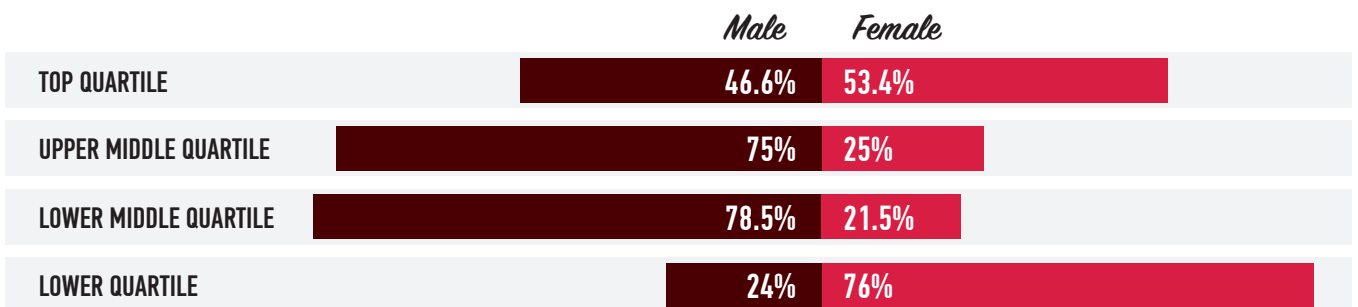
GENDER PAY GAP IN MEDIAN HOURLY PAY
BOTH PART TIME AND FULL TIME STAFF

MALES EARN
4.54% MORE
THAN FEMALES



Eddie Rocket's GENDER PAY GAP REPORT

PART TIME GENDER DISTRIBUTION BY QUARTILE JUNE 2022 TO JUNE 2022



FULL TIME GENDER DISTRIBUTION BY QUARTILE JUNE 2022 TO JUNE 2022

