Introduction

The Gender Pay Gap Information Act 2021 requires organisations with more than 50 employees (from 2025) to report on their hourly gender pay across a set of metrics based on a snapshot of data from a date in June 2026. Employers are required to provide the metrics required and provide underlying explanations for any gap that exists and the steps that will be taken to address it.

Purpose

The purpose of pay gap reporting is to promote transparency and accountability by requiring organisations of 50+ staff to disclose differences in average pay between male and female employees. This initiative helps identify and address gender-based disparities thus fostering equality in the workplace. The purpose of this document is to provide the information required for CH Chemists (Tralee) Ltd, as set out in the Act which is fully detailed at the link below: https://www.irishstatutebook.ie/eli/2024/si/259/made/en/pdf

Gender Pay vs Equal Pay

It is important to note that the gender pay gap is not the same as equal pay. Equal pay legislation gives females and males the right to claim equal pay where they perform equal work. We are committed to providing equal pay and opportunities for all genders, and equal pay is not a contributing factor to our gender pay gap figures. The gender pay gap instead calculates the difference in the average hourly earnings of men and women across the entire workforce, regardless of role or seniority. Gender pay gaps do not take into account the fact that the average male and female employee may be doing very different roles, but highlight uneven gender distribution across the entire workforce.

Note

The median and mean pay gap and quartile pay bandings are based on data from the twelve month period ending 19th June 2026. The bonus gap calculations are based on the bonus payments made in the twelve month period ending 19th June 2026 and are not full time equivalent adjusted.

The Median Pay and Bonus Gap

The gap measures the female hourly rate across the entire workforce from hourly rate from lowest to highest (Jun-26) and found the middle, and did the same for males, which gives the mid-point. The median gap shows the difference between these two mid-points expressed as a percentage. The median bonus gap is worked out in the same way but using bonus pay over a 12-month period.

The Mean Pay and Bonus Gap

The mean pay gap shows the difference between how much males and females earn on average across the entire workforce. It is worked out by adding up the male hourly earnings during June 2026, and then dividing by the number of male employees, and likewise for female employees. This calculates the average hourly mean pay for each gender. From these

two calculations we calculated what the pay gap is. The mean bonus gap is worked out in the same way but using bonus pay over a 12-month period.

Proportion of Staff receiving a Bonus

The proportion of females who received a bonus is shown as a percentage of all females in the organisation, and the proportion of males who received a bonus is shown as a percentage of all males in the organisation.

Proportion of Staff receiving Benefit in Kind (BIK)

The proportion of females who received BIK is shown as a percentage of all females in the organisation, and the proportion of males who received BIK is shown as a percentage of all males in the organisation.

Pay Quartile Bandings

The pay quartiles measure how many males and females are represented in each quarter of the business when all male and female hourly rates of pay are stacked from lowest in the Lower Quartile to highest in the Upper Quartile.

Data as of June 19th 2026

Headcount	Total	Male	Female
All Employees	62	12	50
Full Time Employees	39	8	31
Part Time Employees	23	4	19

Gender Pay Gap Mean Hourly Renumeration Difference

All Employees	39.47%
Part Time Employees	52.67%

Gender Pay Gap Median Hourly Renumeration Difference

All Employees	15.60%
Part Time Employees	45.45%

Gender Pay Gap Bonus Renumeration Difference	Male	Female
All Employees	91.67%	90.00%

Gender Pay Gap Mean Bonus Difference

All Employees	35.78%
Part Time Employees	-436.13%

Gender Pay Gap Median Bonus Difference

All Employees	0.00%
Part Time Employees	-100.00%

Gender Pay Gap BIK Difference	Male	Female
All Employees	0.00%	2.00%

Gender Pay Gap Quartile Differences based on Gender	% Male	% Female
Upper Quartile	33.33%	66.67%
Upper Middle Quartile	20.00%	80.00%
Lower Middle Quartile	12.50%	87.50%
Lower	12.50%	87.50%

Temporary Contracts data : N/A

Why do we have a Pay Gap?

This is primarily due to our predominantly female workforce (typical of all pharmacies within the retail pharmacy sector) a significant number of which opt to work part time. Our Gender Pay Gap impacts our Bonus gap as bonuses are based on actual hours worked. Some of our team have specialised roles including Pharmacists and Opticians (Opthalmic and Dispensing) which also has a bearing on our figures.

Current work

We endeavour where possible to support part time working arrangements and endeavour to promote internal career progression opportunities for women such as creating individual development plans and training.

Work to do

- We will continue to develop a supportive environment for female staff.
- We will continue to offer part time working arrangements.
- We will continue to promote an inclusive workplace by reviewing our company policies and procedures and updating in line with diversity, equity, and inclusion best practice.
- We will endeavour to increase female health and wellbeing initiatives within our organisation.
- We will continue to support and invest in the professional development of all our staff such as soft skills upskilling and promoting more management development opportunities.