



Gender Pay Gap Report 2025

Keohane Seafoods is an equal opportunity employer. We therefore welcome the opportunity to report our gender pay gap data in accordance with The Gender Pay Gap Information Act 2021.

We are committed to providing equal opportunities to all current and future staff. At Keohane Seafoods we want all our employees to feel fairly treated and respected so they can contribute and grow within our business.

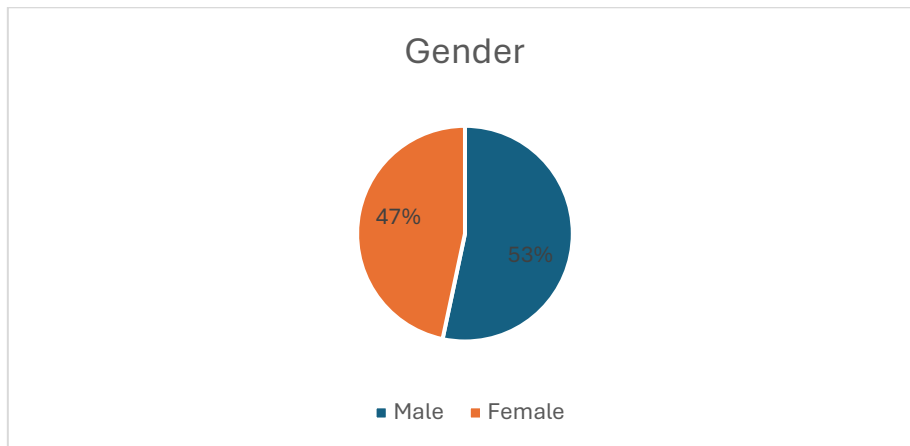
It is essential to clarify the distinction between **the gender pay gap** and **equal pay**:

- Equal pay refers to the legal obligation to compensate individuals equitably for the same roles. It takes into account factors such as experience, performance, and skill levels. This is a legal requirement in Ireland.
- The Gender Pay Gap, on the other hand, compares the difference in average earnings between men and women across the organisation as a whole, regardless of the roles they hold. This is the gap we are disclosing in this report. Whilst, like the majority of companies in Ireland, we have a gender pay gap, we always have been and continue to be fully committed to paying equally for equal work, in line with the legal requirements.

We believe our overall results compare favourably to our sector, but we acknowledge there is always more to do, that's why we are fully committed to reviewing, refining and improving our approach. We continue to put in place a range of initiatives in areas such as recruitment, development, coaching, diversity and inclusion, to improve our position over the coming 12 months.

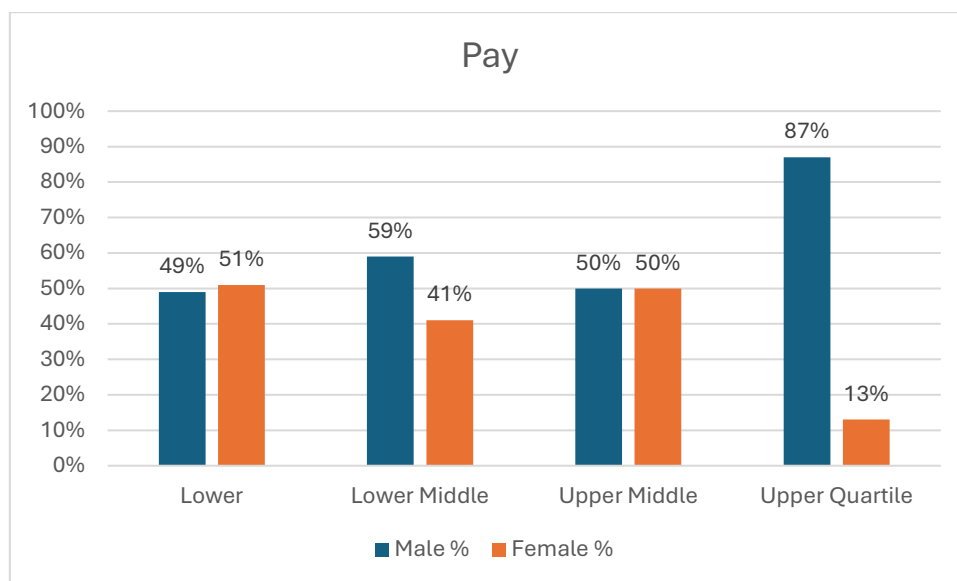
This Gender Pay Gap report is based on snapshot data as at 30 June 2025. As at this date we employed 300 employees.

Workforce



Pay Quartiles

The proportion of our employees within each pay quartile is as follows:



Our Hourly Gender Pay Gap is:

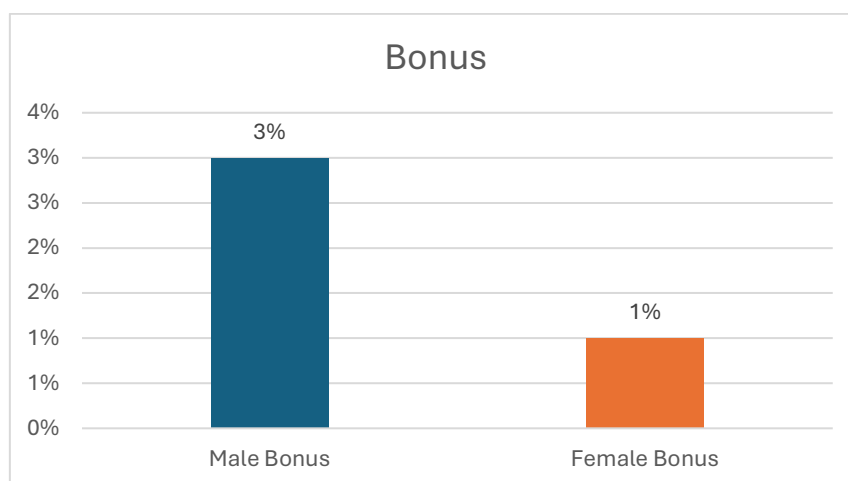
	All Employees	Part-time Employees	Temporary Contract Employees
Mean	11%	0	0
Median	7%	0	0

- The mean hourly rate for female employees is 11% lower than that of male employees
- A higher proportion of our employees in the upper pay quartiles are male.

- Female employees have availed of parental, maternity and parents leave to a greater extent than male employees which contributed to the overall median pay gap of 7%.

Bonus

The percentage of employees (by gender) who receive performance related bonus are as follows:



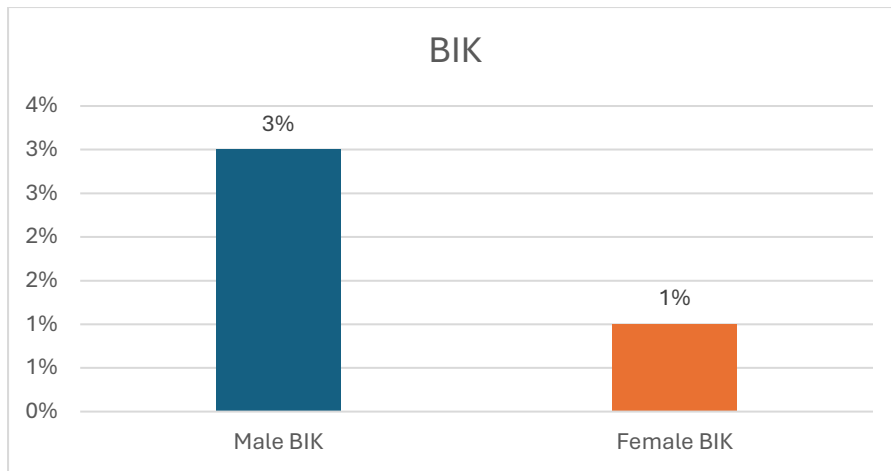
Our Bonus Gender Pay Gap is:

Mean	82%
Median	46%

Bonus structures are not common in the company and limited to senior roles which are predominantly male.

BIK

The percentage of employees (by gender) who receive Benefit-In-Kind (“BIK”) are as follows:



BIK allocation between male & female employees predominately relates to provision of benefits for senior staff who are predominantly male.