

IRELAND GENDER PAY GAP REPORT

2024

PANDÖRA

PANDORA'S COMMITMENT

At Pandora, we pride ourselves on our diverse and inclusive workforce. We are committed to equal rights and opportunities. We focus on fair recruitment, reward strategies, and consistent policies that support all identities. In 2022, Pandora signed the UN Women's Empowerment Principles to promote gender equality and women's empowerment at work, in the marketplace, and in the community. We are proud that most of our employees are women, and we ensure equal pay for equal roles across genders. Gender balance in leadership remains a key focus within our sustainability efforts.

In 2023, we took significant steps to support our female employees, including enhanced family support with coaching for those returning from maternity leave and a menopause toolkit to assist managers and employees.

Our partnership with UNICEF has raised nearly \$14 million since 2019, supporting 2.4 million children and young people worldwide, especially girls..

Additionally, Pandora's continued collaboration with Allbright in the UK provides a platform for women in business to network, especially during International Women's Day. We are committed to partnering with female-owned and diverse content suppliers across our platforms.

Whilst we have made progress, we acknowledge there is more work to be done.

Pandora is dedicated to continuing this journey of inclusion and support for all.

Lisa Maguire
HR Director, Pandora UK&I





WHAT IS THE GENDER PAY GAP?

In line with the Irish Government's gender pay regulations, employers in the Republic of Ireland with more than 150 employees must report their gender pay gap. It is important at the outset to clarify the difference between equal pay and the gender pay gap.

Equal pay means that men and women in comparable positions receive the same pay for doing the same work.

A gender pay gap measures the difference in the average hourly pay of men and women across all roles regardless of the nature of their work.

HOW WE CALCULATE THE GENDER PAY GAP?

Median Pay Gap represents the middle point of a population. If you separately lined up all the women in a company and all the men, the median pay gap is the difference between the hourly pay rate for the middle woman compared to that of the middle man.

Mean Pay Gap is the difference in the average hourly pay for women compared to men, within a company.*

[*Source: gov.ie](https://www.gov.ie)

Our gender pay gap report is a snapshot of our population and their pay rates on 30th June 2024.

UNDERSTANDING PANDORA'S DATA

Operating context

The gender pay gap at Pandora is largely influenced by the distribution of women and men across our Irish business.

Whilst we treat all applicants equally, as a brand that caters to millions of women, we generally attract more female applicants to work in our stores, primarily driven by their love for our products and the brand's reputation.

What data do we look at?

Our figures are calculated based on the proportion of male and female employees in four pay bands and includes data on employee numbers, employment status, pay, bonuses, hourly rates, and working hours.



PANDORA'S IRELAND GENDER PAY GAP INDICATORS*

TOTAL GENDER PAY GAP

	Gender pay gap %
Median	25.59%
Mean	18.55%

PART TIME EMPLOYEES GENDER PAY GAP

	Gender pay gap %
Median	2.37%
Mean	1.90%

TEMPORARY EMPLOYEES GENDER PAY GAP

	Gender pay gap %
Median	n/a
Mean	n/a

No temporary employees were employed during the reporting period.

EMPLOYEES BY QUARTILE PAY BANDS

Female Male



*The gender pay gap is not an indicator of equal pay. Women and men are paid equally for doing the same job at Pandora.

PANDORA'S IE GENDER BONUS GAP & BENEFITS IN KIND

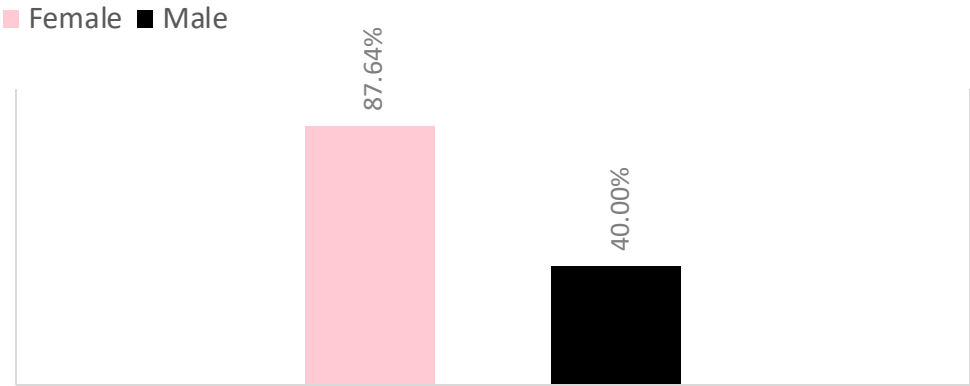
GENDER BONUS GAP

	Gender pay gap %
Median	91.51%
Mean	58.38%

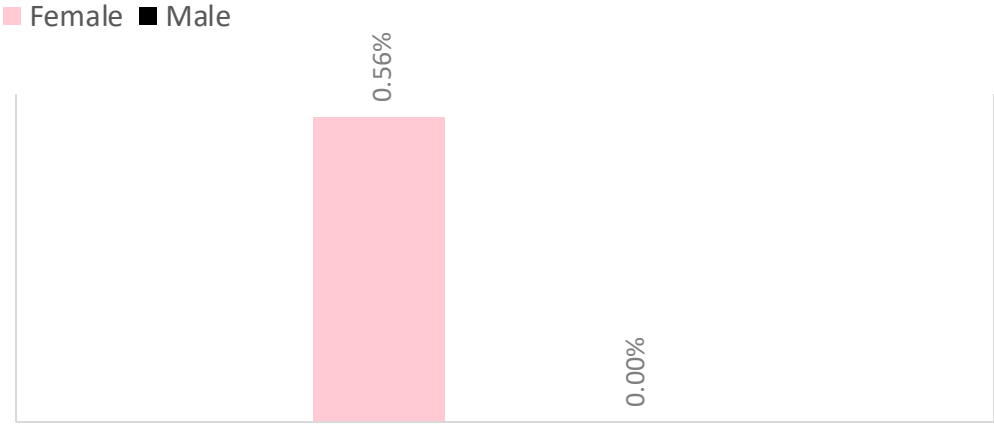
PROPORTION OF MALES AND FEMALES WHO RECEIVED BONUS PAYMENTS

Employees	Received bonus	Percentage
178 Females	156	87.64%
5 Males	2	40%

PERCENTAGE OF EMPLOYEES WHO RECEIVED BONUS



PERCENTAGE OF EMPLOYEES WHO RECEIVED BIK





DATA BREAKDOWN

Women and men are paid equally for doing the equivalent roles within Pandora.

In the last 3 years our retail teams have had an average pay increase of 21% to 30% depending on role.

In the last 3 years we have introduced new bonus plans for all, new benefits for our retail teams including a Jewellery Uniform Allowance.

The pay gap primarily reflects that the three male employees in the Irish business all hold more senior roles.

PANDORA'S LONG-TERM COMMITMENTS

We will continue to...

- Work towards achieving gender parity in our global leadership by no later than 2030, having today 35% of women in leadership positions.
- Link company financing to our gender, circularity, and climate goals, rewarding progress and holding ourselves accountable when targets are not met.
- Commit to creating fair and inclusive processes, providing employees with equal opportunities backed by strong policies, training, and a culture of open feedback.
- Publish our gender equality targets and report transparently on progress, embedding them into our incentive programme for senior leaders.



DECLARATION

We confirm that the information and data presented in this report are accurate and comply with the requirements set out in Ireland's *Gender Pay Gap Information Act 2021* and the associated regulations under the *Employment Equality Act 1998*.

