GENDER PAY GAP REPORT 2026
Fields Limited

Company Overview

- **Origins:** Fields the Jewellers started in the early 1980s with its first store in Dun Laoghaire, County Dublin. Initially a family-run wholesale business, it supplied jewellery and giftware to independent jewellers across Ireland.

- **Expansion:** During the 1990s and 2000s, the company expanded significantly, opening additional stores throughout Ireland. Today, Fields operates 14 stores, making it Ireland's largest jewellery retailer.

- **Family Ethos:** Despite its growth, Fields maintains its family-owned roots, with the founding family still involved as shareholders. The company prides itself on preserving a strong family ethos.

- **Employee Development:** Fields values its employees, many of whom have spent their entire careers with the company. The company offers a comprehensive Learning & Development programme, ensuring employees are knowledgeable in various areas such as customer experience, systems, product knowledge, and leadership skills. The company adopts a blended approach to learning by offering face-to-face and online workshops and providing employees with access to an online Learning Portal.

This summary encapsulates the company's evolution, dedication to its roots, and commitment to employee development.

What is Gender Pay Gap

The Gender Pay Gap Information Act 2021, effective from 31st May 2022, amends the Employment Equality Act 1998. It mandates certain employers to report and publish data on employee pay, categorised by gender, to highlight any existing gender pay gaps. This information will be published annually.

Gender Pay Gap and Equal Pay

The Pay Equity focuses on ensuring that any differences in pay between men and women performing the same job are not due to gender. In other words, individuals in identical roles should receive equal pay regardless of gender.

On the other hand, the Gender Pay Gap is a measure of pay differences across an entire organisation, based on average earnings. It doesn't account for the specific roles employees hold or the gender distribution within the organisation.

Therefore, an organisation that practices fair and equitable pay within individual roles can still have a Gender Pay Gap. The existence of a Gender Pay Gap does not necessarily indicate an issue with Pay Equity.

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Method of Calculation

1. Mean Pay Gap:

The mean pay gap is calculated by determining the average hourly pay for each gender. This involves adding up the hourly wages of all female employees and dividing by the total number of women. The same process is applied to male employees. The mean pay gap is the difference between these two average hourly rates.

2. Median Pay Gap:

The median pay gap is determined by finding the middle value in the pay data. To do this, all hourly pay rates for women and men are arranged in ascending order. The median is the middle number in each list. The difference between these two median values represents the median pay gap.

3. Pay Quartiles:

Pay quartiles provide insight into how male and female employees are distributed within the pay structure. To calculate pay quartiles, employee pay rates are listed from highest to lowest. This range is then divided into four equally sized groups, or quartiles. Each quartile shows the proportion of male and female employees at different pay levels, illustrating the gender distribution across the organisation.

Our Gender Pay Gap Results

We are reporting on a total of 162 employees across our stores, head office, and warehouses in Ireland. The snapshot date for this report is the 30th June 2026, with a reference period from the 1st July 2025 to the 30th June 2026. Out of the 162 employees, 26 were men and 136 were women. Additionally, 61 employees were employed on a part-time basis, and 16 employees were employed on temporary contracts.

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Results

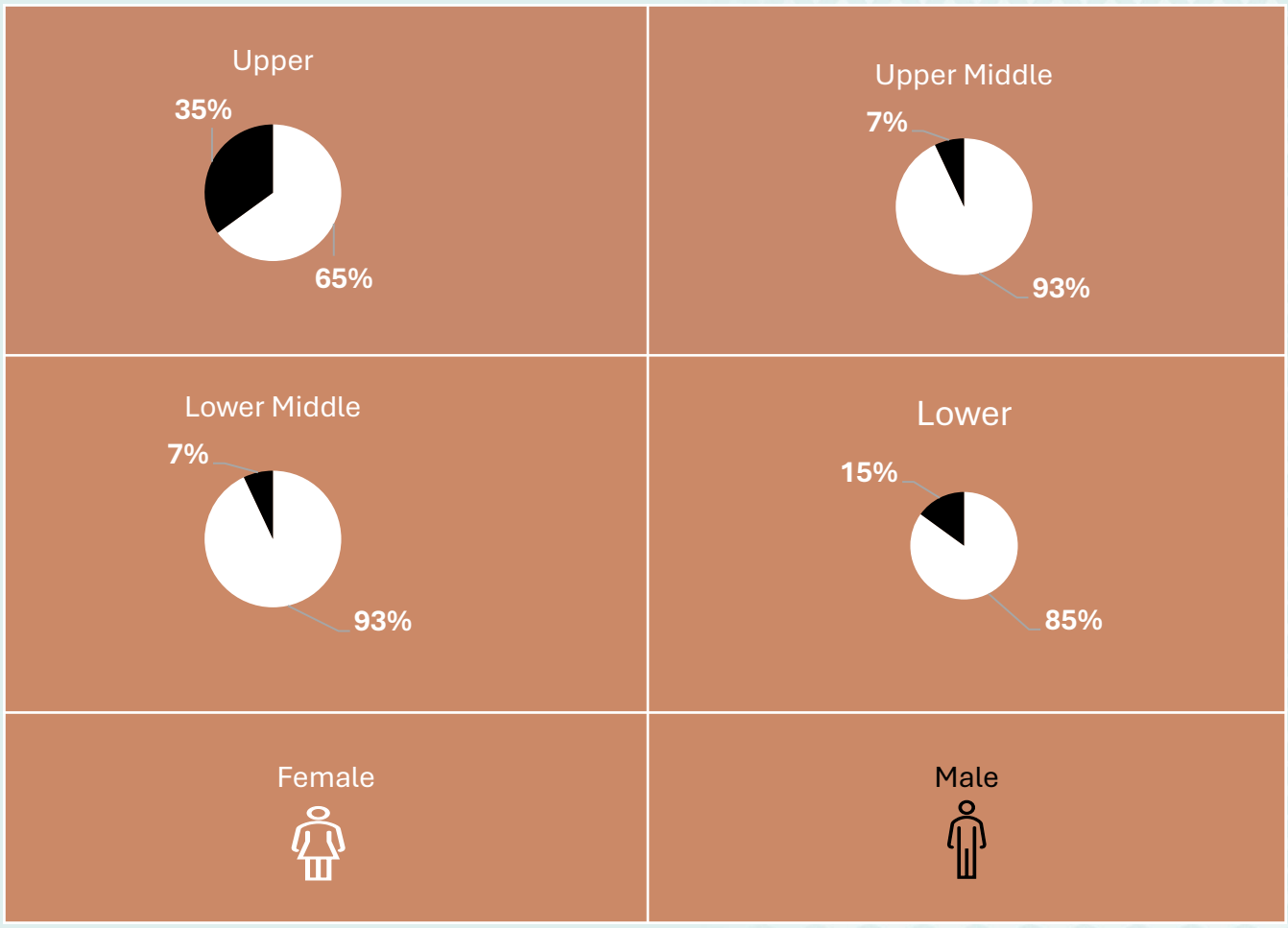
Gender Pay Gap
◯Mean: **36.9%** ◯Median: **32.6%**
Bonus Pay Gap
◯Mean: **-35.8%** ◯Median: **-86.0%**

Bonus and Benefit in Kind Receivers

Out of all our female employees 79.4% received a bonus	Out of all female employees 7.4% received benefits in kind
Out of all our male employees 57.7% received a bonus	Out of all male employees 30.8% received benefits in Kind

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Pay Quartiles



Part Time Employees	61
Mean gender pay gap:	-9.8%
Median gender pay gap:	-5.4%
Temporary Employees	16
Mean gender pay gap:	-5.0%
Median gender pay gap:	-2.3%

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Understanding the Gender Pay Gap:

A positive gender pay gap indicates that, on average, women are in a less favourable position than men across the company. However, this does not necessarily mean that the company lacks equal pay for equal work. Pay quartiles help illustrate the distribution of male and female employees within the pay hierarchy. In the highest pay quartile, there are almost two women for every man. However, in the lowest pay quartile, 85% of the employees are women, and this imbalance largely contributes to the gender pay gap in both mean and median hourly pay.

During the review year, 79.4% of women and 57.7% of men received a bonus. One factor contributing to the bonus gap in favour of women is that a higher proportion of our sales team is female, and all Store Managers are women. These roles are eligible for commission and performance-based bonus schemes.

As a high service-level retail business, 49% of our workforce consists of frontline store sales consultants and supervisors. We are pleased to report that the pay gap between women and men in this sector is –3.87%.

Fields has a mean gender pay gap of 36.9%, which is primarily driven by the under-representation of men within our sales team. Of our 79 Sales Consultants and Supervisors, 7 are men. The remaining 19 male employees are based in our Head Office and warehouse; however, this does not mean that men occupy the majority of senior roles. In fact, our upper pay quartile demonstrates the opposite, with almost two women for every man, reflecting a strong female representation in our higher-paid positions. Furthermore, our part-time and temporary employee groups show a negative gender pay gap, meaning that, on average, women earn more than men in these employment categories. This can largely be explained by the fact that many of our long-serving part-time employees are women who have developed extensive product knowledge and strong customer relationships, which can positively influence their performance and earnings. In comparison, we employ five men in part-time roles.

Conclusion

We are committed to fostering a diverse and inclusive workplace and to achieving greater balance across all functions and roles within our business. Our recruitment processes are open to applicants of all genders, and our hiring decisions are based solely on experience, knowledge, skills, and behaviours. However, the majority of applicants for our retail roles continue to be women, which contributes to the current gender distribution across our workforce.

We recognise the importance of supporting career development and increasing representation at all levels of the organisation. By continuing to strengthen our People culture and providing equal opportunities for development and progression, we are confident that we will continue to make positive progress in the months and years ahead.