

MANGO

Gender Pay Gap Report  
Mango Ireland

# Introduction

At MANGO, we are dedicated to fostering an inclusive and diverse workforce where gender equality remains a core priority.

This report is based on data from 30th June 2025 and reflects our ongoing commitment to equal opportunities, internal career progression, and a culture of fairness.

MANGO keeps focusing with firm dedication to achieving tangible gender equality. This report highlights our progress, identifies areas for improvement, and reaffirms our long-term strategic initiatives to empower all employees, regardless of gender.

## 2025 Gender Pay Gap results

The mean hourly pay for men and women in MANGO IRELAND remains close, with female employees earn slightly more than male employees on average, resulting in a negative mean gender pay gap of -3.22%. This outcome is strongly influenced by the higher proportion of female employees in mid and upper quartiles as shown further in this report. The mean gender pay gap stands at 0%, where both male and female employees earn the same median rate (€13.50).

Regarding bonuses, on average, female employees receive higher bonuses than male employees, resulting in a negative mean bonus pay gap of -23.78%. The mean bonus is skewed by a larger number of women receiving bonus payments. Male employees have a higher median bonus, resulting in a positive median bonus gap of 10.62%. Although a higher proportion of male employees receive a bonus (88.24% vs. 74.14%), the total bonus paid to females is substantially higher due to the larger female workforce.

### MANGO FULL-PAY RELEVANT

Female	106
Male	31
Total	137

### HOURLY PAY GAP & BONUS PAY GAP

	MEAN	MEDIAN
Hourly Pay Gap	-3.22%	0%
Bonus Pay Gap	-23.78%	10.62%

### PERCENTAGE OF EMPLOYEES WHO RECEIVED A BONUS

Female	74.14%
Male	88.24%

## 2025 Gender Pay Gap results

## TOTAL BONUS PAID

Female	18,635,09€
Male	5,180,43€

## PERCENTAGE OF MEN AND WOMEN IN EACH PAY QUARTILE

PAY QUARTILE	MALE POPULATION	FEMALE POPULATION	MALE %	FEMALE %
Lower Quartile	22	70	23.91%	76.09%
Lower Middle Quartile	0	0	0%	0%
Upper Middle Quartile	4	16	20.00%	80.00%
Upper Quartile	5	20	20.00%	80.00%

## UNDERSTANDING OUR RESULTS

The gender pay gap should not be confused with equal pay. Equal pay refers to the obligation to pay men and women equally for performing the same or similar work. The gender pay gap, however, reflects the difference in average earnings between men and women across the organisation, which can be influenced by various factors such as the distribution of employees across different roles, seniority levels, and bonus structures.

MANGO's results show that the company does not have an issue with equal pay, as confirmed by the 0% median pay gap. The higher average bonus for female force is mainly attributed to the larger proportion of women in senior management roles, which tend to have more lucrative performance-based bonuses.

The results reflect workforce composition rather than structural pay inequality.

Any future gender pay gap monitoring should consider recruitment trends, promotions, and bonus policies to ensure equity continues as the workforce evolves.

MANGO continues to provide equal opportunities for career growth and internal progression. Women are represented at all levels within the company, including senior roles. In fact, the highest earners at MANGO IRELAND are female, which demonstrates there are no barriers to advancement for women within the organisation. Our internal promotion programmes aim to foster career growth and ensure that all employees have access to development opportunities.

## FUTURE COMMITMENTS

MANGO remains committed to hiring, retaining, and promoting the best people for our roles, regardless of gender. We continue to support inclusion and diversity in the workplace, in alignment with our company values.

One of our strategic objectives is to create a work environment where employees can grow and advance within the company. We achieve this through coaching, mentoring, and training programmes designed to equip employees with the skills necessary for career progression. By implementing these strategies, we help remove barriers that may prevent career advancement, ensuring that more women move into senior, higher-paid positions.

MANGO remains deeply committed to promoting inclusion and diversity in the workplace, aligned with our core values. These values emphasise respect for people, fostering a culture where every employee is empowered to thrive. In support of these values, we focus on building an environment where our employees can grow, contribute, and succeed. MANGO's long-term strategy is guided by our 4E Strategic Growth Plan (2024-2026), which focus on the pillars of Elevate, Expand, Earn, and Empower. These guiding principles ensure we not only continue our business growth but also prioritize the development and well-being of our people.

The Empower pillar is particularly focused on fostering a work environment where all employees, regardless of gender or background, feel valued, respected, and have equal opportunities

for professional advancement. By empowering our teams, MANGO is committed to creating pathways for success that transcend traditional barriers and support career progression at all levels.

We will continue to implement coaching, mentoring, and training initiatives that equip our people with the skills necessary to reach their full potential. Ensuring access to career advancement opportunities, and removing barriers to leadership roles, remains central to our mission. We aim to drive a culture where inclusion and diversity are not just priorities but are embedded in every facet of our work and strategy.

# MANGO

To the best of my knowledge and belief, the information contained in this report is accurate.