



# BED BATH & BEYOND

## IRELAND

## **Ireland Gender Pay Gap Report 2024 to 2025**

### **Who We Are**

Bed Bath & Beyond Ireland is the European technology centre of Bed Bath & Beyond Inc. (BBBY). We specialise in software engineering, data engineering and DevOps/MLOps. As employers, we believe that all our employees bring unique opinions and perspectives, and that embracing this diversity of experience makes us stronger.

Although this is our first year carrying out gender pay gap reporting, we have been actively working towards increasing female representation among our employees for many years. We hope that this report will highlight our successes as well as areas for improvement, and act as a baseline from which we can track our progress and guide our actions over the coming years.

### **Gender Pay Reporting**

As per Irish government regulations, from 2025 onwards all companies of 50 employees and over must produce a gender pay gap report recording the mean and median difference in earnings of male and female employees, regardless of role type, job level or experience. It is important to note that the gender pay gap is not the same as equal pay, which is the legal requirement that all employees receive the same pay for equivalent work. At BBBY Ireland, we are deeply committed to pay parity for all our employees.

## Our Results

The following results show our gender pay gap data for the period between the 29th June 2024 and the 30th June 2025.

In this period, we had 59 employees – 45 male and 14 female employees.



Figure 1 - Gender breakdown of employees

## Average Hourly Pay

This bar chart shows both the mean and median hourly pay difference between male and female employees in the period. The below graphic represents the percentage of women and men across pay quartiles. While women make up a third of both the lower and lower-middle quartile, there is a clear decrease in the number of women represented in the upper-middle and upper pay quartiles.

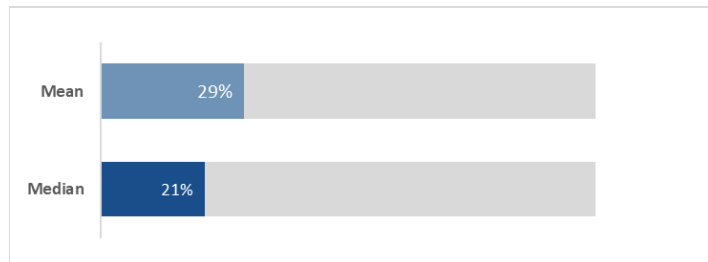


Figure 2 - Average hourly gender pay gap

While women make up a third of both the lower and lower-middle quartile, there is a clear decrease in the number of women represented in the upper-middle and upper pay quartiles. Taken together, the data illustrates that the gender pay gap among our employees mainly arises due to a higher proportion of men in senior roles.

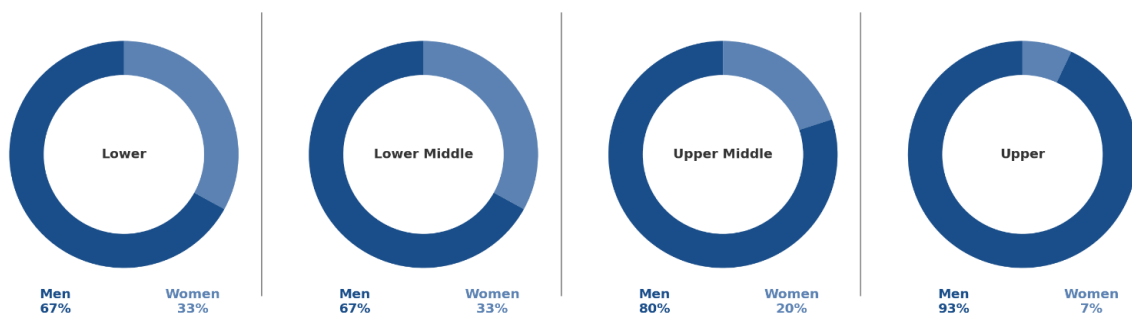


Figure 3 – Gender divide across pay quartiles

## Bonus Pay

Figure 4 shows the percentage of men and women that received bonus pay in the period. Figure 5 shows the mean and median difference in bonus pay received by male and female employees. The bonus gap can once again be explained by unequal role distribution between men and women,

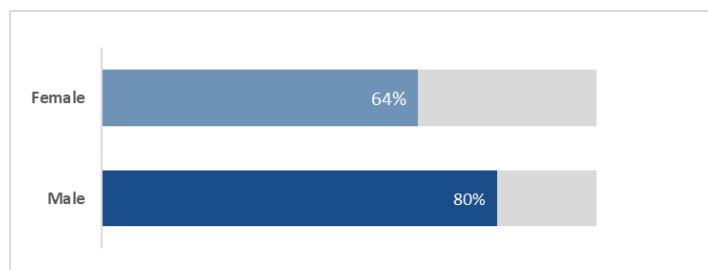


Figure 4 - Percentage of employees receiving a bonus divided by gender

as employees in the upper-middle and upper pay quartiles can receive higher annual bonuses than employees in the lower and lower-middle pay quartiles. Another important factor to note is that only permanent employees who have been with us for more than a year can receive a bonus.

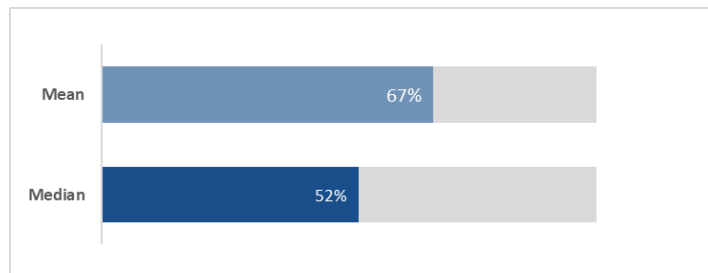


Figure 5 – Gender gap in bonus pay

## Benefit in Kind

As a company, we feel it is important to support our employees through benefit in kind (BIK) advantages. In particular, we offer access to private healthcare services. Our data indicates that there is a higher uptake in BIK by our male employees

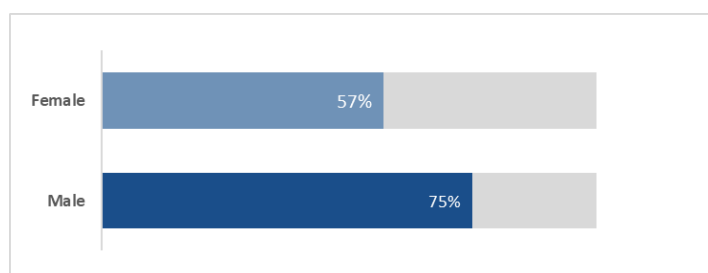


Figure 4 - Percentage of employees receiving BIK

## Our Initiatives

Increasing female representation among our employees is one of our main priorities. We believe real change begins at the grassroots level, so we encourage young women and girls to take an interest in technology.

Each year, we offer a work experience programme to Transition Year students, giving them the opportunity to come into our office every day for a week and work as a team to create an app together. We make a concerted effort to ensure female students are well represented in this initiative as part of our commitment to encouraging young women to explore careers in the ICT sector. This experience provides students with an invaluable insight into daily life in the industry.

We love connecting with students through their schools by welcoming class groups to our office for hands-on workshops. We're also delighted to be mentoring a female secondary school teacher who will deliver the computer science curriculum at a local school, inspiring a passion for tech among the next generation.

At BBBY Ireland, we recognise that female talent in ICT often doesn't come through the traditional route of a bachelor's degree in computer science. We offer internships to students from a wide range of academic pathways who are interested in careers in ICT.

As a company, we are committed to using inclusive practices by providing our managers with unconscious bias awareness training. In recruitment, we ensure that our job advertisements use gender neutral language, and that there is at least one woman on the interview panel for every female candidate.

We understand that there is more to life than work, and we care about supporting our employees and their families in every way we can. That's why we offer fully paid maternity leave, family health insurance, and flexible hybrid-working options.

## **Our Next Steps**

This report has highlighted the gender imbalance within our company. While we are proud of the progress we've made and the strength of our current initiatives, we recognise that there is more to do. Going forward, we will continue to strengthen our existing programmes.

We'll also ensure that at least one of our female engineers represents us at any graduate fairs we attend to ensure that female third-level students feel comfortable and confident in approaching us.

We believe that feedback is necessary to achieve positive change. That is why we will be introducing a feedback channel for any women sitting on our interview panels. This feedback will provide insights into the effectiveness of our unconscious bias training.

We will also introduce annual 'stay' interviews with all female employees to find out what it is that they like about working here, and to proactively tackle any barriers to employee retention.

Through these interviews, we will also investigate how our female staff could be better supported to progress into senior roles over the medium term, and develop appropriate initiatives based on our findings.

One area of concern highlighted in this report is the gender gap in employee uptake of BIK. We will investigate why our female employees are not availing of company benefits and adjust BIK to better meet the needs of our female staff as appropriate.

We acknowledge the gender pay gap that exists at BBBY Ireland. We believe that improving female representation at all levels of our company is central to closing this gap. We hope that the initiatives set out in this report will prove effective in achieving this goal. These programmes will take time, but we are dedicated to making measurable progress over the coming years.