

A photograph of three diverse young adults (two women and one man) sitting at a table in a restaurant or bar. They are all smiling and holding drinks. The woman on the left is wearing a denim vest over a white shirt. The man in the middle is wearing a light blue shirt. The woman on the right is wearing a green shirt and holding a tall glass of pink drink with a dragon fruit slice on top. The background is a dark, textured wall.

Gender Pay Gap Report 2025

Zizzi Ireland

Zizzi

Zizzi Ireland Gender Pay Gap Report 2025

At Zizzi Ireland, we are committed to creating great food experiences and a workplace where our people can grow and thrive. Across our three restaurants in the Republic of Ireland, we employ around 65 team members who bring individuality, passion and care to our brand every day.

As part of the Azzurri Group, we share a focus on building sustainable food businesses that support happy, healthy lives. We invest in training, development and well-being so our teams feel supported and have opportunities to progress, whether within Zizzi Ireland or across the wider Group.

This year marks the first time we are reporting specifically on our sites in the Republic of Ireland. Establishing this baseline is an important step, helping us understand where we are today and how we can continue to strengthen fairness, opportunity and inclusion across our teams.

Reporting on our gender pay gap allows us to reflect, challenge ourselves and take meaningful action. We are proud of the culture we continue to build and remain committed to positive progress.

This report outlines Zizzi Ireland's Gender Pay Gap for 2025, based on data captured in June 2025.



Zizzi Ireland Gender Pay Gap Report 2025

ROI Gender Pay Update June 2025

I Reported Measures

Measure	Jun-25
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Mean Pay Gap	0.2%
Median Pay Gap	5.7%

Bonus Mean Pay Gap	-22.6%
Bonus Median Pay Gap	-14.4%

% of Males Receiving Bonus & Benefits in Kind	15.2%
% of Females Receiving Bonus & Benefits in Kind	3.2%

% Of Females in Each Quartile

Lower Quartile	43.8%
Lower middle Quartile	68.8%
Upper Middle Quartile	37.5%
Upper Quartile	43.8%



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What do we know?

- The 2025 gender pay gap analysis for Zizzi Ireland demonstrates a largely balanced pay position across our Republic of Ireland operations. The mean hourly pay gap of 0.2% indicates near parity between men and women, while the median gap of 5.7% reflects differences in gender distribution across specific role types rather than unequal pay for equivalent work.
- The bonus pay gap results show a negative mean (-22.6%) and median (-14.4%) gap, indicating that, among those who received a bonus, the average amounts awarded to women were higher than those awarded to men. However, bonus eligibility within our business remains limited, and the disparity in participation- 15.2% of men compared with 3.2% of women-means these figures should be interpreted with caution due to the small populations involved.
- Analysis of gender representation across pay quartiles shows that women are present at all levels of the organisation, with the highest representation in the lower middle quartile (68.8%). Representation in the remaining quartiles ranges between 37.5% and 43.8%, indicating broadly even distribution with some variation linked to the structure of operational roles across our sites.
- As this is the first year in which Zizzi Ireland is reporting specific gender pay gap data for the Republic of Ireland, these results provide an important foundation. We remain committed to ongoing monitoring, transparency and the continued development of fair and equitable pay practices across all our Irish operations.



This statement confirms that the published
information is accurate.

Report Published November 2025

