



Gender Pay Gap Reporting 2023

The Gender pay gap is calculated by taking the calculated hourly rate of all female employees and the calculated hourly rate of all men in our organisation, finding the mean and median, and then determining the gap between these numbers across genders.

	<u>December 2023</u>	
	<u>Mean</u>	<u>Median</u>
Female	€14.42	€12.80
Male	€15.19	€12.80
Variance	5.4%	0.0%

Dromoland Castle Hotel's mean gender pay gap has reduced from 8.3% in June 2022 in favour of males, to 5.4% in favour of males in December 2023. This is influenced by a majority male representation in our senior leadership team. We aim to increase the number of women in senior leadership roles, reviewing barriers to progression and providing learning and development opportunities for female employees to prepare them to take on leadership roles within the business when they arise.

Gender Pay Gap Statutory Reporting 2023

	<u>December 2023</u>	
	<u>Female</u>	<u>Male</u>
Top Quartile	42%	58%
Upper Middle Quartile	44%	56%
Lower Middle Quartile	45%	55%
Lower Quartile	45%	55%