

Dromoland Castle as at 30/06/2025

All employees Gender Pay Gap	Female	Male	Gender Gap
Mean (average)	€15.21	€15.70	€0.48
Median (middle value)	€13.50	€13.50	€0.00
No employees	171	227	56
% Male / Female	43%	57%	14%
Temporary & Part time Employees	Female	Male	Gender Gap
Mean (average)	€12.90	€12.41	-€0.49
Median (middle value)	€13.50	€12.15	-€1.35
No employees	83	90	7
% Male / Female	48%	52%	4%
Full time employees	Female	Male	Gender Gap
Mean (average)	€17.39	€17.90	€0.52
Median (middle value)	€15.00	€14.70	-€0.30
No employees	88	137	49
% Male / Female	39%	61%	22%

BIK	Female	Male	Gender Gap
All employees	171	227	56
No employees	0	1	1
Percentage of all employees	0%	0.3%	

Proportion of male and female employees in each pay quartile				
	Female	Male	Gender Gap	Total
Sep-24	167	210	43	377
Sep-24	44%	56%		100%
Dec-24	149	191	42	340
Dec-24	44%	56%		100%
Mar-25	145	191	46	336
Mar-25	43%	57%		100%
Jun-25	171	227	56	398
Jun-25	43%	57%		100%

Dromoland Castle Bonus				
All employees in Dromoland	Female	Male	Gender Gap	Total
Mean (average)	1,039	914	(125)	
Median (middle value)	100	100	-	
No employees	171	227	56	398
All employees receiving a bonus	Female	Male	Gender Gap	Total
Mean (average)	1,630	1,451	(180)	
Median (middle value)	150	100	(50)	
No employees	109	143	34	252
Proportion receiving a bonus	Female	Male	Gender Gap	Total
Proportion receiving a bonus	109	143	34	252
	43%	57%	13%	
Proportion not receiving a bonus	62	83	21	145
	43%	57%	14%	
Total	171	226	55	397