



Ireland 2023

Gender Pay Gap Report

The Gleneagle Hotel is reporting on its Gender pay gap in line with Gender Pay Gap Information Act 2021

We are proud of our very diverse workforce in all aspects and of the level of diversity in gender in our organisation. We are satisfied that our gender pay gap for full time employees is significantly below national average.

Our mean pay gap has narrowed since last year for part time employees. We would still have a higher percentage of females in part time roles than males. We had looked into the higher figure from last year and continue to monitor these figures on an ongoing basis to see what steps we can take to reduce this gap.



We continue to champion internal promotions and giving all of our employees equal and equitable access to opportunities to progress

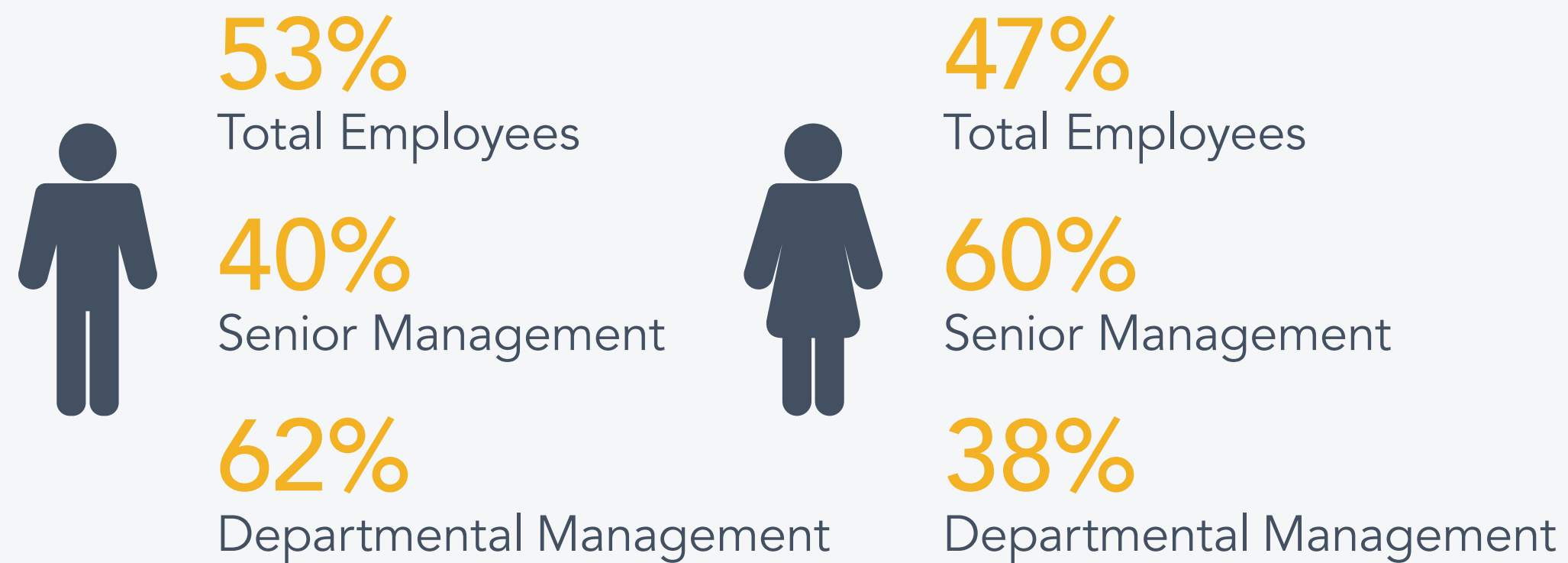
We hire the best person for the job regardless of gender. We offer various flexible work options to

our employees to enable them to achieve harmony between their working and home life.



Our Gender Pay Gap Results

Our Gender Breakdown in reporting period:



Gender pay gap full time employees:

1.98%
Mean

0.78%
Median

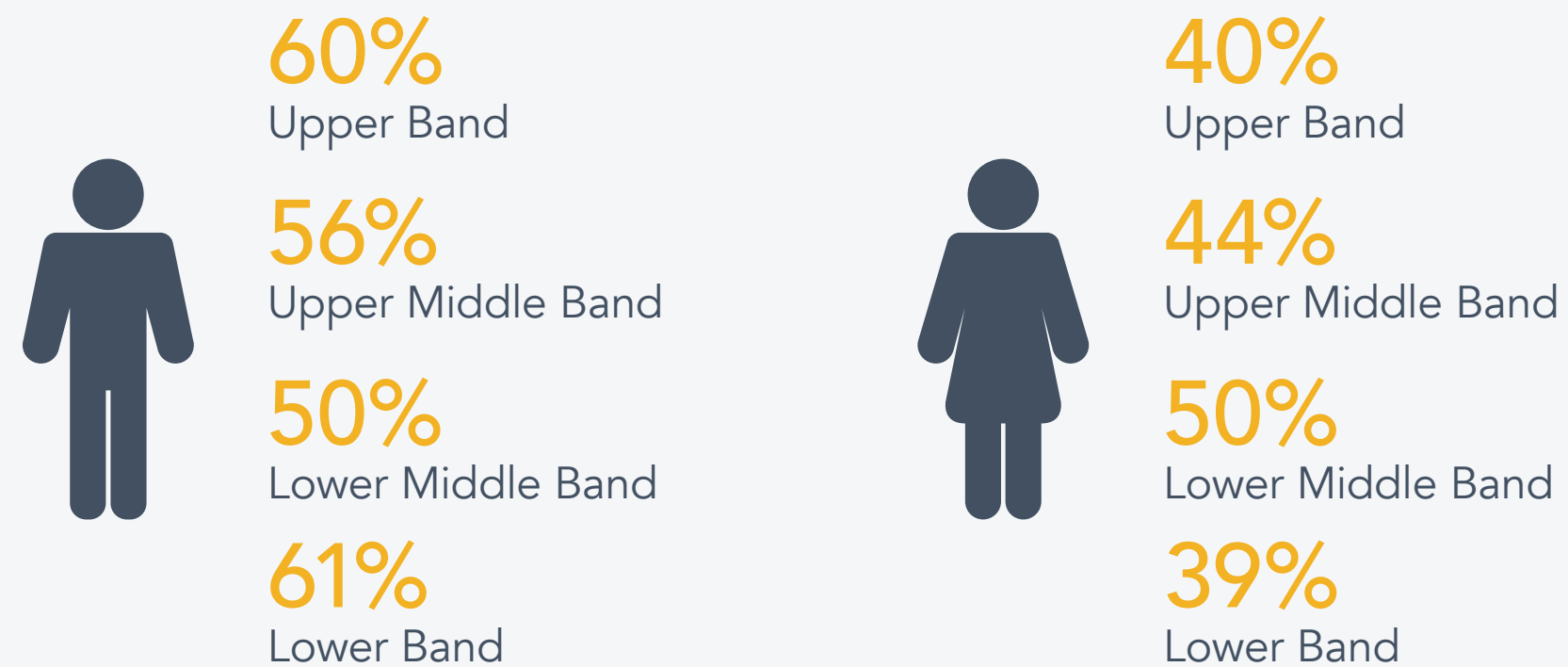
Gender pay gap part time employees:

6.93%
Mean

1.69%
Median

Our Gender Pay Gap Results

Pay Quartiles:



The results in upper and upper middle band is reflective of the number of males in senior management roles in the organisation

Gender Bonus Gap:

0%
Mean

0%
Median

Benefit in kind:

31.89%
Mean

29.53%
Median

Less than 1% of employees are subject to BIK