

Gender Pay Gap Report 2024

16th October 2024

Grand Hotel, Malahide, Limited (hereafter 'Grand Hotel')

Gender Pay Gap Reporting 2024

As a people business, we are committed to the progression of colleagues in the Company. Part of that is our commitment to fairness and equality throughout our organisation. We welcome this first Gender Pay Gap report as a means of further measuring that commitment.

At Grand Hotel, we are passionate about our people and nurturing our talent. Equality is at the heart of our values and strategy, and we believe that attaining a gender-equal workplace will result in a better business culture and help us to achieve our greatest potential. We will continue to develop a workplace that represents the communities we serve and empowers our employees. Our attitude towards positive change and diversity can be reflected in our company values:



We always aim to promote an inclusive environment by being trustworthy and respectful towards one another.



We appreciate everyone's input and work together to achieve our goals.



We ensure that our employees are informed about what is expected of them, which fosters a sense of belonging within the team.

Under the Gender Pay Gap Information Act 2021, we are required to publish our Gender Pay Gap (GPG) report for the Grand Hotel which includes 177 relevant employees. This is the Grand Hotel's first year meeting the threshold for reporting and we are delighted to publish our GPG report documenting our metrics, along with some of the key factors that feed into our gender pay gap and the initiatives that we, at the Grand Hotel, are implementing to help mitigate the gender pay gap over time. Our overall GPG metrics shows a gap of 9.3% which is in line with the National Average published by [Central Statistics Office](#) of 9.6%. We look forward to seeing how our Diversity, Equality and Inclusion (DEI) strategies can help reduce this gap in the coming years.

Matthew Ryan
Managing Director

Grand Hotel Gender Pay Gap Reporting 2024

Explanatory

Overview of the legislative obligations

Organisations with over 150 employees are required to annually report their GPG and the measures they are implementing to address it, in accordance with the Gender Pay Gap Information Act 2021, Regulations 2022 and (Amendment) Regulations 2024.

Employers are required to select a snapshot data in June, and their metrics are calculated based on their data for the preceding twelve months. Grand Hotel have chosen a snapshot date of 18th June 2024.

By the mirror date in December 2024, eligible employers are obligated to publish a report on their website that outlines their GPG across various metrics, the key reasons for their GPG and the DEI initiatives that they plan to enact to help mitigate any gender pay gap over time. Grand Hotel are required to publish their report by the 18th December 2024.

*S.I. No. 264 of 2022, Employment Equality Act 1998 (Section 20A)(Gender Pay Gap Information) Regulations 2022 and S.I. No. 259 of 2024, Employment Equality Act 1998 (Section 20A)(Gender Pay Gap Information) (Amendment) Regulations 2024

Gender pay gap vs equal pay

Gender pay is not the same as equal pay. Equal pay is our legal obligation, as an employer, to give equal pay for equal work.



Gender Pay

Gender pay is the difference between what males and females are paid at all levels. This is measured by calculating the average earnings of both genders.

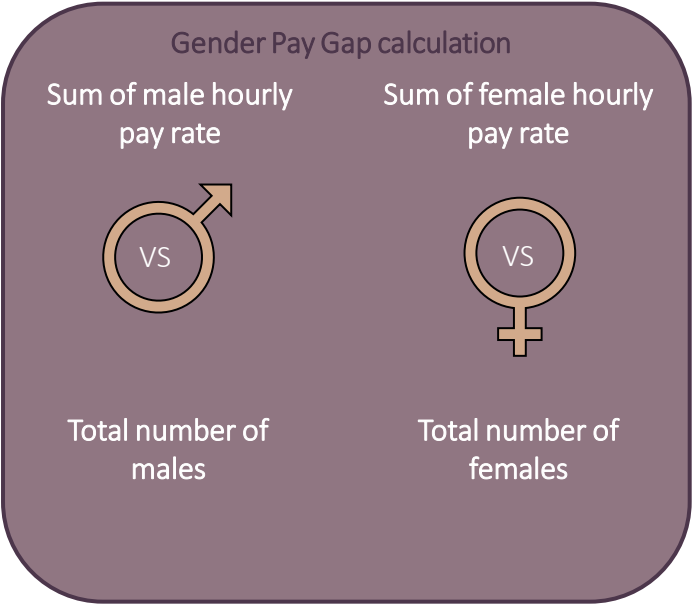
Equal Pay

Equal pay measures whether males and females are being paid equally for similar work, qualifications, and experience.

The gender pay gap calculation

The GPG is calculated by adding the remuneration elements of all relevant employees and dividing the figure by the number of employees.

The GPG refers to the difference between what is earned, on average by males and females, based on average hourly earnings of all Grand Hotel employees.



Explaining the Gap & Solutions

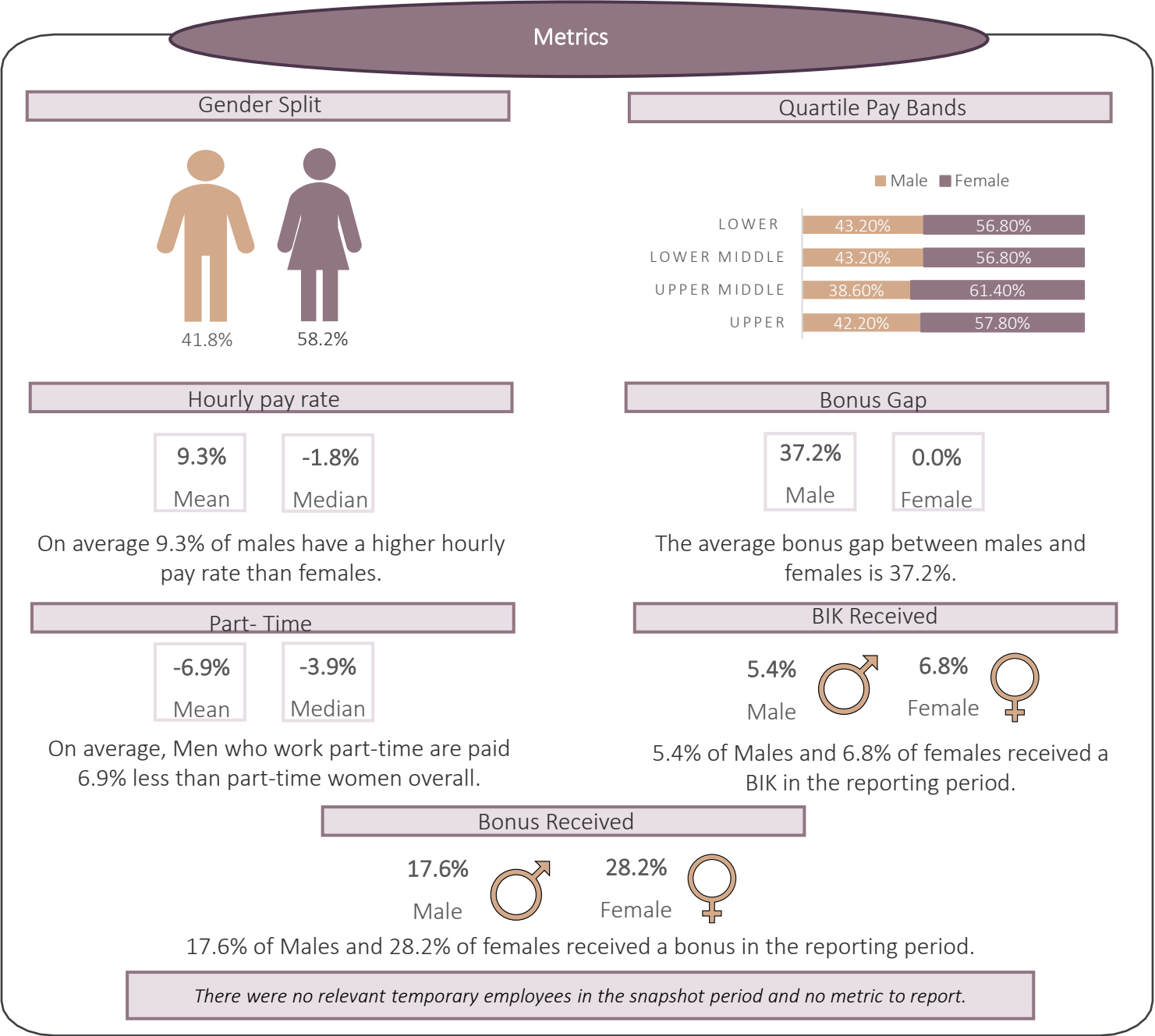
Interpreting the data

Explaining our Gender Pay gap?

- Colleagues working full time are more likely to be Male while a majority of colleagues are female.
- The BIK received reflects the low use of taxable benefits

DEI Initiatives to mitigate our gap

- We will continue to monitor the Gender Pay Gap annually to measure performance.
- We will seek more female colleagues in full time roles
- We will seek to promote career progression for female colleagues



Appendix

Gender Pay Gap Information Act 2021 Reporting Requirements for 2024 (snapshot date 18th June 2024)

Gender pay gap fields	June 2024
1. Mean hourly gender pay gap (all)	9.3%
2. Mean hourly gender pay gap (part-time)	-6.9%
3. Mean hourly gender pay gap (temporary contract)	-
4. Median hourly gender pay gap (all)	-1.8%
5. Median hourly gender pay gap (part-time)	-3.9%
6. Median hourly gender pay gap (temporary contract)	-
7. Mean hourly performance related bonus gender pay gap (all)	37.2%
8. Median hourly performance related bonus gender pay gap (all)	0.0%
9. Percentage of employees per gender to receive a performance related bonus remuneration	17.6% (M)
	28.2% (F)
10. Percentage of employees per gender to receive benefit-in-kind	5.4% (M)
	6.8% (F)
11. Percentage of employees within lower remuneration quartile	43.2% (M)
	56.8% (F)
12. Percentage of employees within lower middle remuneration quartile	43.2% (M)
	56.8% (F)
13. Percentage of employees within upper middle remuneration quartile	38.6% (M)
	61.4% (F)
14. Percentage of employees within upper remuneration quartile	42.2% (M)
	57.8% (F)