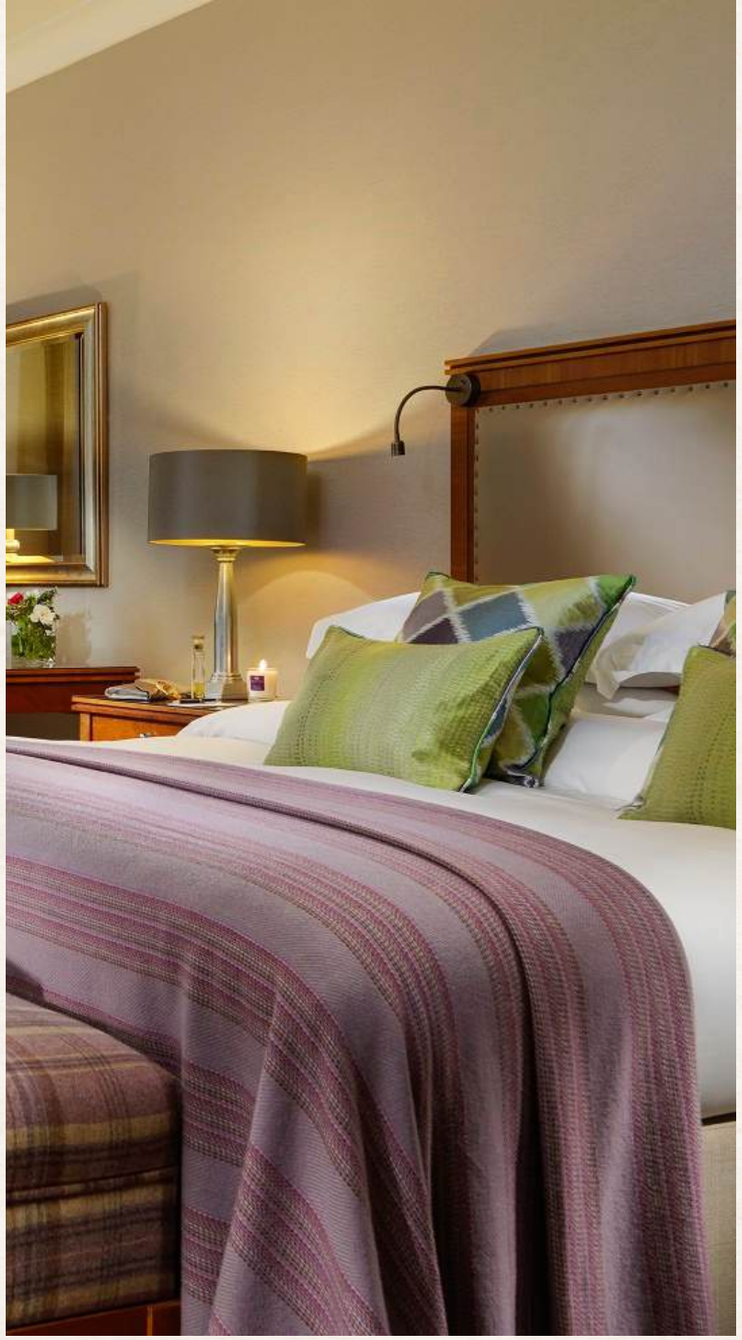
GENDER PAY GAP REPORT 2025

DRUIDS GLEN
HOTEL & GOLF RESORT

INTRODUCTION

The gender pay gap represents the disparity in average hourly earnings between men and women within an organization, expressed as a percentage of the average male earnings. This metric considers the wages of all employees, regardless of their specific roles, working patterns, or skill levels. It differs from the concept of equal pay, which focuses on ensuring that men and women receive the same compensation for performing identical or equivalent roles.

- At Druids Glen, we are committed to promoting equality and transparency in our workplace.
- This report outlines our gender pay gap statistics and the steps we are taking to address any disparities



KEY GENDER PAY GAP METRICS

The mean gender pay gap represents the overall difference in average hourly earnings between men and women across the organisation. It provides a broad indication of pay disparity and may be influenced by the distribution of men and women across different roles, seniority levels, or pay grades, particularly where there are very high or very low salarie

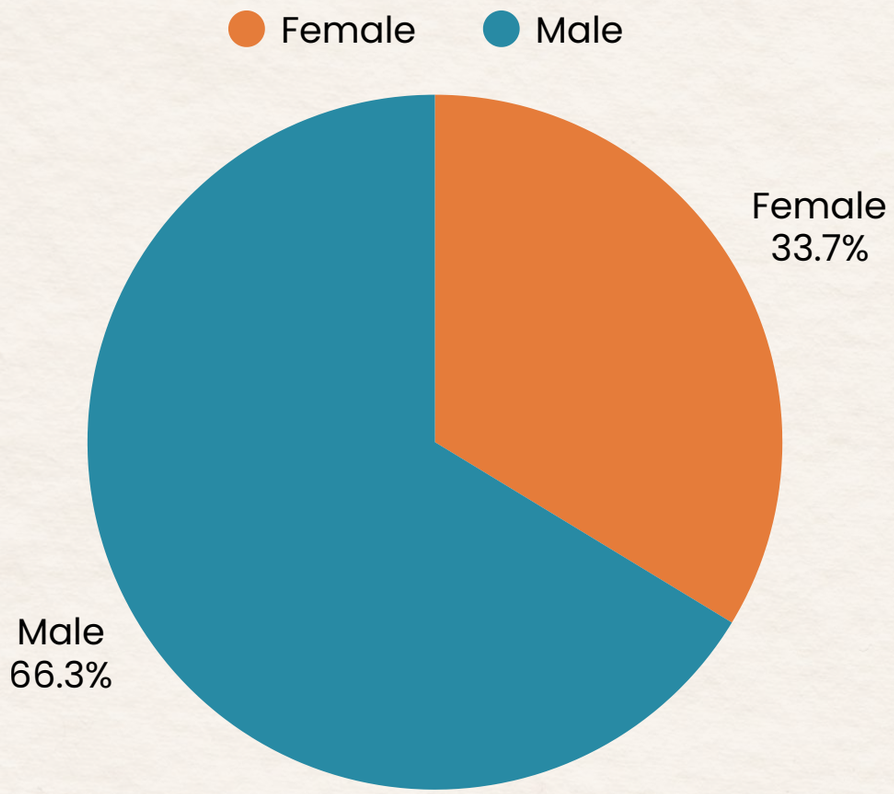
The median gender pay gap reflects the difference in pay between the middle-earning man and the middle-earning woman when all employees are ranked from the lowest to the highest hourly pay. As this measure is less affected by extreme pay values, it offers a clearer picture of the typical difference in pay experienced by employees.

Pay quartiles show how men and women are represented across different levels of pay within the organisation. Employees are ranked from the lowest to the highest hourly pay and then divided into four equal groups by headcount, the lower, lower middle, upper middle, and upper quartiles. Analysing the gender distribution within each quartile provides insight into the representation of men and women across the pay structure and helps to identify any areas of imbalance.

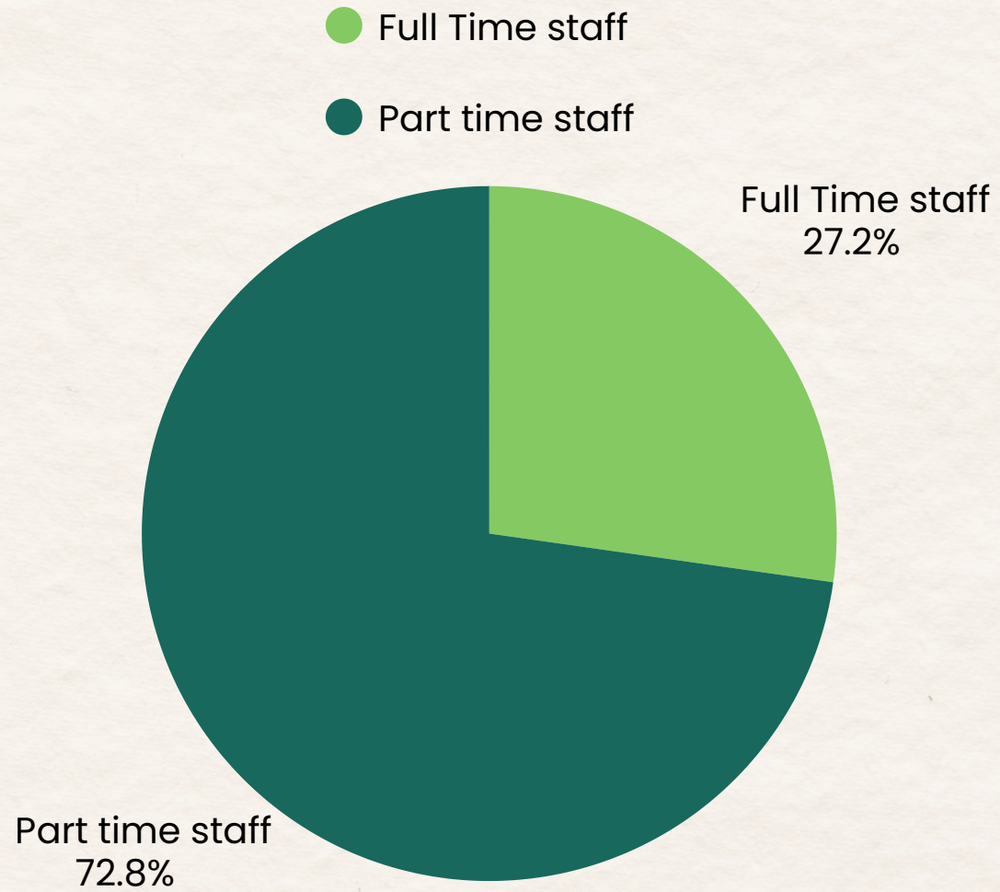
GENDER PAY GAP STATISTICS

DATE: 30/06/2025

GENDER SPLIT



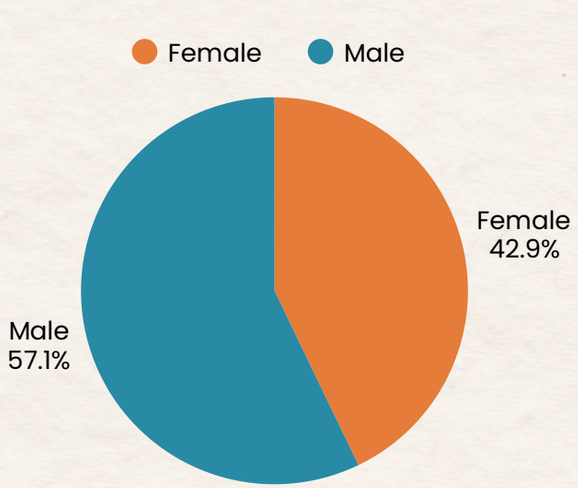
EMPLOYMENT STATUS



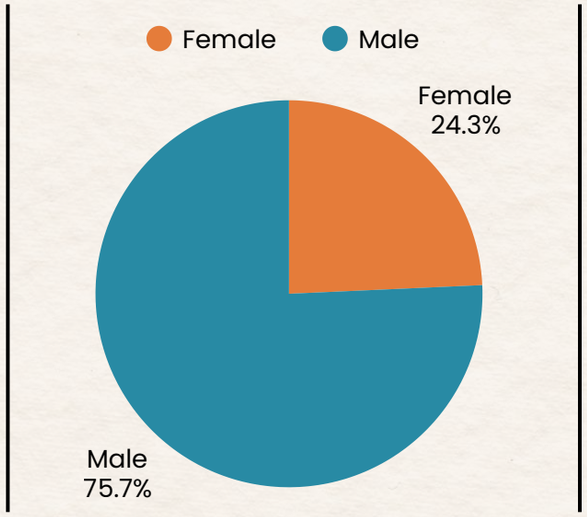
PAY QUARTILES

The distribution of men and women across four equally sized pay quartiles:

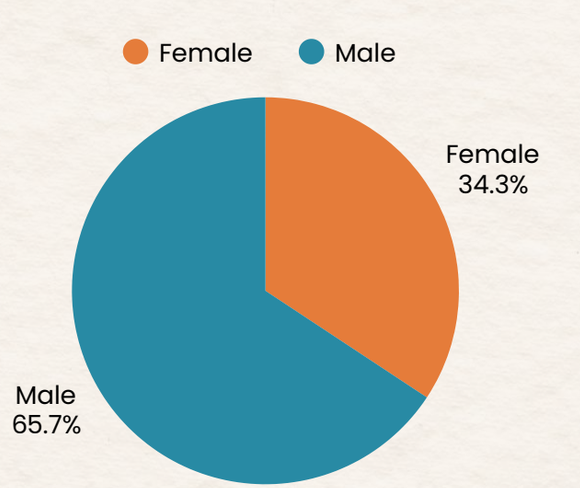
LOWER QUARTILE



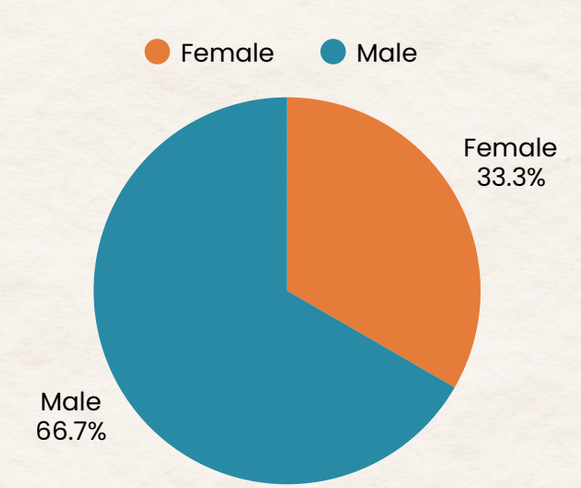
LOWER MIDDLE QUARTILE



UPPER MIDDLE QUARTILE



UPPER QUARTILE



MEAN GENDER PAY GAP

ALL EMPLOYEE	0.78%
PART TIME	1.36%
FULL TIME	-3.99%

MEDIAN GENDER PAY GAP

ALL EMPLOYEE	0.00%
PART TIME	-2.09%
FULL TIME	3.60%

PROPORTION OF MALES RECEIVING A BONUS	1.43%
PROPORTION OF FEMALES RECEIVING A BONUS	2.15%
MEAN BONUS PAY GAP	40.27%
MEDIAN BONUS PAY GAP	44.00%

OUR COMMITMENT TO FAIRNESS AND INCLUSION

> We continue to take meaningful steps to promote a fair and inclusive workplace. Our current commitments include:

01 **Inclusive Career Pathways:** We offer accessible training and development opportunities to support all employees in their professional growth, regardless of gender.

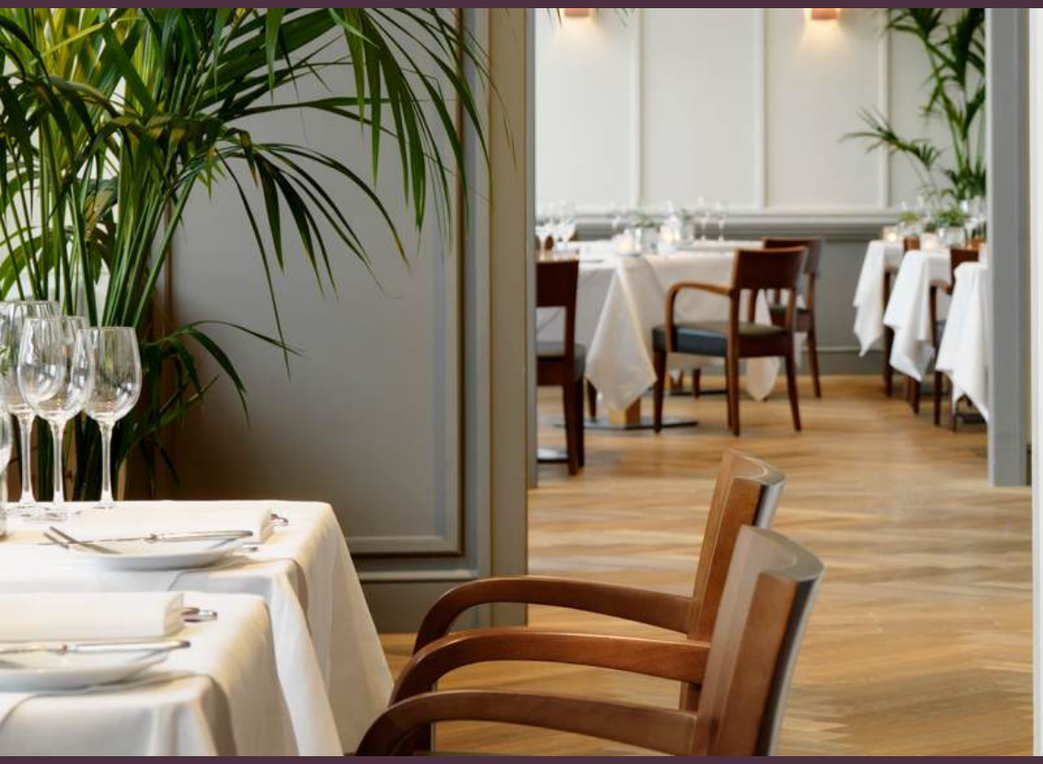
02 **Balanced Representation:** We promote gender balance across all roles and departments, ensuring equal access to opportunities and recognition throughout the organisation.

03 **Flexible Working Options:** We support flexible working arrangements to help employees balance their professional and personal responsibilities.

04 **Bias-Free Recruitment:** Our recruitment practices are designed to be free from bias and promote equal opportunity.

05 **Ongoing Monitoring:** We regularly review pay structures and workforce data to identify trends and take action where needed

GENDER PAY GAP REPORT 2025

At Druids Glen Hotel & Golf Resort, we recognize that closing the gender pay gap is not a quick fix but a long-term responsibility that requires openness, consistency, and meaningful progress. This report represents our continued commitment to understanding where we stand and identifying areas for growth. Our goal is to create a workplace where fairness and equality are more than policies, they are guiding principles that shape the daily experience of every member of our team.

DRUIDS GLEN HOTEL & GOLF RESORT