

GENDER PAY GAP DATA - POWERSCOURT

Overall **mean** gender pay gap for all employees based on hourly pay

12.89%

Mean gender pay gap for part-time employees based on hourly pay

22.37%

Mean gender pay gap for temporary contractors based on hourly pay

n/a

Mean gender pay gap bonus pay

41.14%

Overall **median** gender pay gap for all employees based on hourly pay

14.92%

Median gender pay gap for part-time employees based on hourly pay

25.32%

Median gender pay gap for temporary contractors based on hourly pay

n/a

Median gender pay gap bonus pay

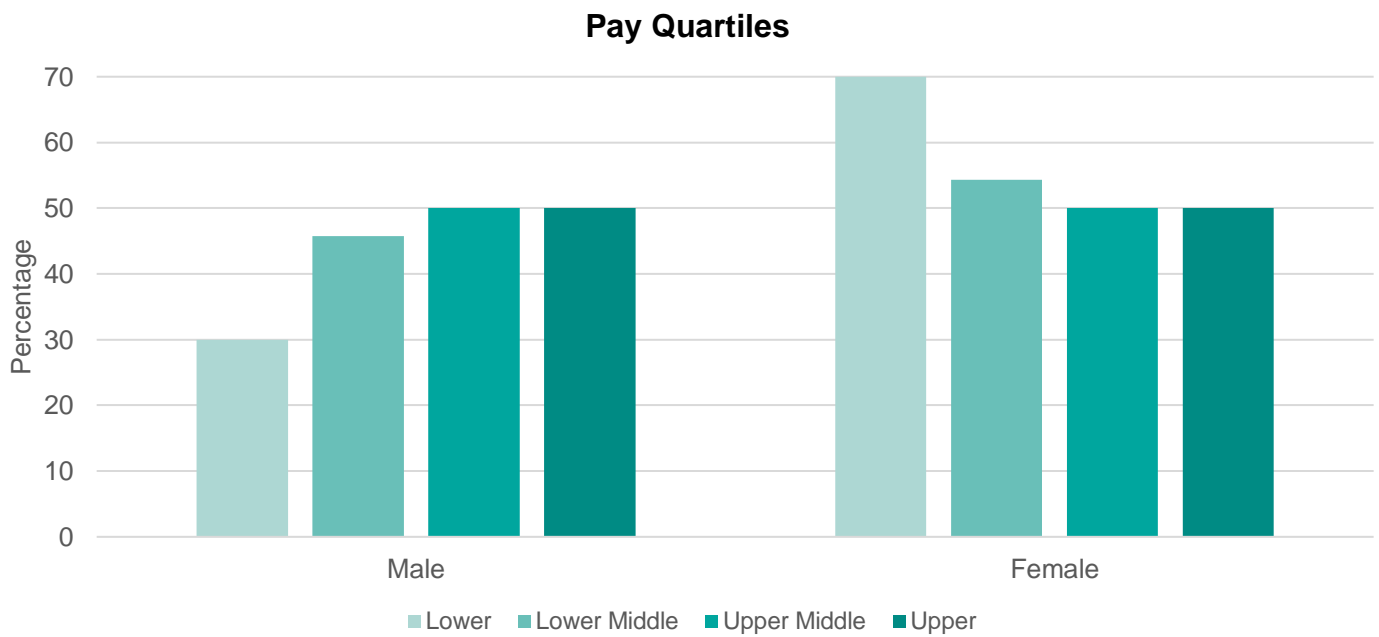
54.25%

	Male	Female
Percentage of employees who received a bonus	3.10%	4.90%
Percentage of employees in receipt of BIK	0.81%	1.27%

PAY QUARTILES

Percentage of employees in each pay quartile

	Lower	Lower Middle	Upper Middle	Upper
Male	30.00%	45.71%	50.00%	50.00%
Female	70.00%	54.29%	50.00%	50.00%



Challenges

- Recruitment of either gender into roles traditionally held by either men or women is a challenge emanating from senior biases.
- Powerscourt Hotel requires teams to work 'anti-social' times. This type of output is a core element of what Powerscourt does and is unlikely to change.

Actions

- Powerscourt will continue with best practice recruitment procedures in place whereby gender is not a factor
- Powerscourt will ensure flexibility continues as an option for all employees across all workplace levels.
- Flexibility that Powerscourt offers its workforce is a key benefit for our employees and will continue to mean that those who avail of reduced working hours may feature more in the lower paid quartiles.
- Powerscourt continues to monitor and ensure we maintain our zero to low gender pay gap.