



LYRATH ESTATE

KILKENNY



LYRATH ESTATE GENDER PAYGAP REPORT

Intro from our General Manager – Emma Jayne Eaton



In line with Lyrath Estate's People First strategy, I am pleased to present our Gender Pay Gap Report for 2025. Building on our first report in 2024, we continue to focus on creating a workplace where everyone has a fair opportunity to develop, progress and be rewarded for their contribution.

Lyrath Estate remains a diverse and international team, with colleagues from many different countries and backgrounds working together across the estate. Our overall gender split is now broadly even, with women representing just over half of our workforce and a small but growing number of employees who identify outside the traditional male/female categories.

This year's analysis (using hourly pay including bonus divided by total paid hours) shows:

- An overall mean hourly gender pay gap of 3.4%, meaning that on average women earn 3.4% less per hour than men.
- The median hourly pay for men and women is effectively aligned, with a negligible difference of 0.1% in favour of women.
- In several contract types – notably fixed-term and part-time roles – women earn more than men on average.
- Bonus payments are concentrated in a small number of senior roles, all held by women in this reporting period.

While the overall gap remains relatively small in the context of our sector, our ambition is still to close it completely. The data highlights areas where we are performing well – particularly in female representation in certain senior roles – and areas where we must do more, such as ensuring gender balance and equitable progression opportunities at each level of the organisation.

We will continue to invest in development pathways, mentoring and leadership opportunities, particularly for women at supervisory and middle-management level, and we will keep reviewing how we attract, retain and promote talent across all departments.

I am confident that by maintaining our focus on fairness, inclusion and growth from within, we will continue to make progress towards a truly level playing field for everyone at Lyrath Estate.

Emma Jayne Eaton
General Manager

What is the Gender Pay Gap.

The Gender Pay Gap Information Act 2021 introduced the legislative basis for gender pay gap reporting in Ireland and requires organisations to report on their hourly gender pay gap. Organisations with over 150 employees are required to report by selecting a “snapshot” date in the month of June to base their reporting on. The snapshot date chosen by Lyrath Estate Hotel is 20th June 2024. A comprehensive employee headcount was conducted on this date, and the gender pay data was calculated using the remuneration of those employees for the period from 21st June 2024 to 20th June 2025.

What is a gender pay gap?

The gender pay gap measures the average difference in earnings between men and women across a given population. It is typically expressed as the percentage difference in gross hourly pay between men and women, relative to men's average gross hourly earnings. A positive gender pay gap indicates that, on average, women earn less than men, suggesting a less favourable position for women in the workforce. Conversely, a negative gender pay gap indicates that men, on average, earn less than women, placing them in a less favourable position.

Under the 2021 Act, it is mandatory for all employer with over 150 employees to report on the following:

- (a) The percentage difference in average remuneration between male and female employees, using male employees’ average hourly pay as the reference.
- (b) The percentage difference in median remuneration between male and female employees, with male employees’ median hourly pay as the benchmark.
- (c) The percentage difference in average bonus pay between male and female employees, based on male employees’ average bonus pay.
- (d) The percentage difference in median bonus pay between male and female employees, referenced to male employees’ median bonus pay.
- (e) The percentage difference in average remuneration between part-time male and part-time female employees, with part-time male employees’ average hourly pay as the standard.
- (f) The percentage difference in median remuneration between part-time male and part-time female employees, with part-time male employees’ median hourly pay as the reference.
- (g) The percentage of male and female employees who received a bonus.
- (h) The percentage of male and female employees who received benefits in kind.
- (i) The percentage difference in average remuneration between male and female employees on temporary contracts, using male employees’ average hourly pay as the reference.

(j) The percentage difference in median remuneration between male and female employees on temporary contracts, referenced to male employees' median hourly pay.

(k) The respective percentages of male and female employees within each of the four pay quartiles:

- (i) Lower quartile
- (ii) Lower middle quartile
- (iii) Upper middle quartile
- (iv) Upper quartile

(Source: MyGov.ie)

Once the data is collected and analysed, if any gaps are established, the employer must configure the reasons behind any gaps if applicable and identify the measures (if any) being taken, or proposed to be taken, to eliminate or reduce such differences in that employer's case.

Primary Metrics Explained

Employee Hourly Rate: The hourly pay rate is determined by dividing an employee's total ordinary earnings during the reporting period by the hours worked. Ordinary pay includes base salary, allowances, overtime, shift premiums, sick leave pay, and any top-ups for statutory leaves (e.g., maternity, paternity, or parental leave).

Mean Hourly Gender Pay Gap (GPG): This measures the difference in the average (arithmetic mean) hourly pay between women and men within our organization.

Median Hourly Gender Pay Gap (GPG): This reflects the difference between the median hourly pay of women and men. The median is calculated by ranking all employees from highest to lowest hourly pay and selecting the midpoint value for each gender.

Quartiles: Employees are categorized into four pay quartiles (lower, lower middle, upper middle, and upper) based on their hourly remuneration. The proportion of male and female employees in each quartile is expressed as a percentage. Part-time and temporary employees are excluded from this analysis.

Snapshot Date: Employers must select a specific date in June (the "snapshot date") to calculate and report gender pay gap data. The calculations are based on the remuneration of relevant employees for the 12-month period preceding this date.

(Source: IBEC)

Data

This report has been compiled by the Company's Human Resources Department in line with the General Data Protection Act 2018. This was achieved by:

- Using the Company's internal Human Resources Management system (Alkimii) as it records employee data. This provided the necessary information required to compile this report for analysis including data on employee gender, employment status, payroll information, and shift patterns.
- Alongside Alkimii, our payroll system Micropay enabled the Company to access relevant pay information relating to this period. It records all employees' basic pay, allowances, and overtime.

The data that was acquired from the above two aforementioned systems allowed the calculations of this report to be carried out.

- Employees who are on sick leave are included in the report.
- Employees on unpaid leave, such as career breaks, who have received no pay during the reporting period are included in the headcount, but not included in the report.

Data Protection

Under the General Data Protection Regulation 2018, the company meticulously prepared this report and ensured that complete compliance with handling employee personal data was met with. All data used for compiling this report was strictly processed by employees who would have access to this data prior as part of their daily duties within the Human Resources Department and Accounts Department.

Gender Pay Gap Report

Snapshot Date: 20th June 2025

Reporting period from: 21st June 2024
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Headcount: 227

Full-time: 79

Casual/Part-time: 143

Fixed-Term:5

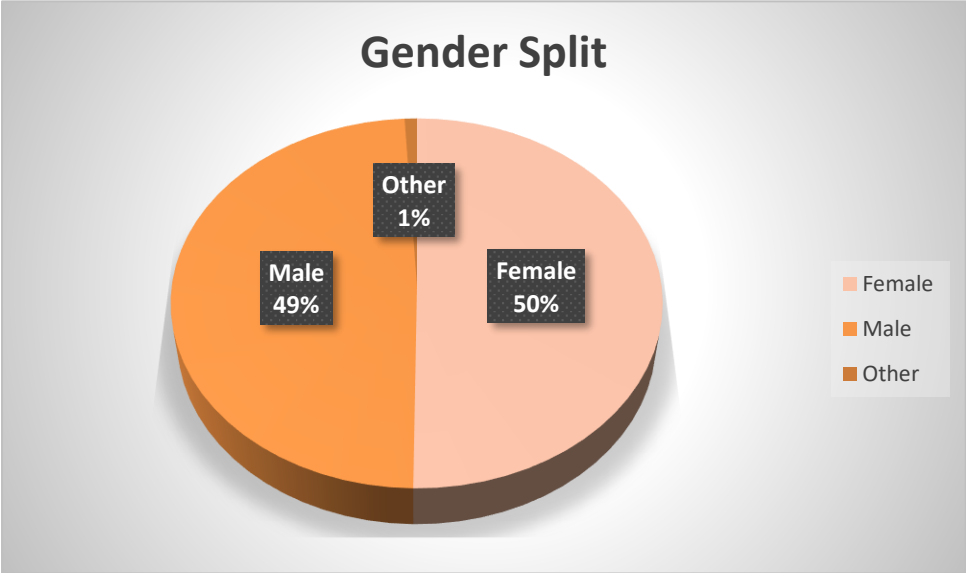
The report has been compiled by Lyrath Estate’s Human Resources Department in line with the General Data Protection Regulation 2018 and the requirements of the Gender Pay Gap Information Act.

Data sources:

- Alkimii (HR system) for information on employee gender, employment status, department and contract type.
- Micropay (Payroll) for pay data for the 12-month reporting period, including basic pay, allowances, overtime and bonus.

Approach:

- Snapshot date: 20 June 2025 (all employees on payroll that date are included in the headcount).
- Hourly pay was calculated by dividing total ordinary pay for the period, including bonus, by total hours paid (including holiday and bank holiday hours).
- Employees with no paid hours and no pay in the period were included in the headcount but excluded from hourly pay calculations.
- Gender is reported as Male, Female and Other (which includes employees recorded as Gender Neutral or Unknown).
- Contract types are grouped as Full Time, Part Time, Casual and Fixed Term (including Full Time Fixed Term).



The distribution of male and female employees across all four wage quartiles.

Q1 - Lower	58
Male	27
Female	31
Other	0
Q2 - Lower Middle	56
Male	28
Female	27
Other	1
Q3 - Upper Middle	56
Males	21
Female	35
Other	0
Q4 - Upper	57
Male	32
Female	24
Other	1
Total Head Count	227

Pay Quartiles	Male	Female	Other
Quartile 1	46.5%	53.5%	0.00%
Quartile 2	50.0%	48.2%	1.80%
Quartile3	37.5%	62.5%	0.00%
Quartile 4	56.1%	42.1%	1.80%

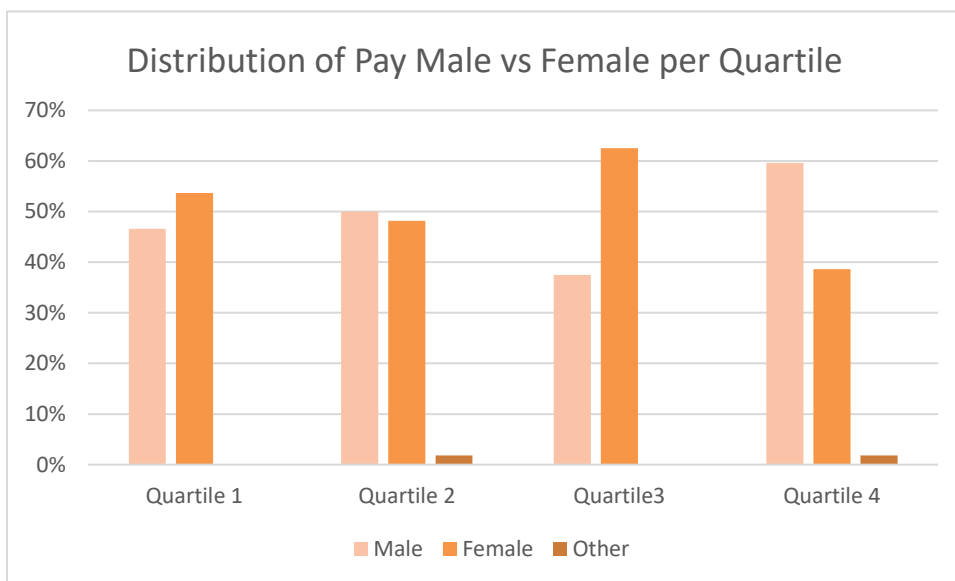
Workforce Profile 2025

Overall gender split (headcount 227):

- Female: 115 employees
- Male: 110 employees
- Other: 2 employees

Contract types (headcount):

- Casual: 134
- Full Time: 79
- Part Time: 9
- Fixed Term: 5



Lyrath Estate has a balanced gender distribution overall, with a slight female majority of 50%.

Females make up 53.5% in Lower Q 1, 48.2% in Q 2 and 62.5% in lower middle Q3 but only 42.1% in the upper middle Q4. Suggesting a need for deeper analysis of Career Progression trend from Q2 to Q3, career development of females needs to be addressed from team leads/Supervisors to Assistant Managers and Managers with training and development.

Representation of females in the upper Q4 is 42.1% compared to 56.1% male, there is more males in Q4 now than females in 2025 than previously in 2024.

Mean Hourly Remuneration Gap

Mean Hourly Remuneration of Male & Female Employees

Mean Hourly Remuneration: Total Employees

Row Label	Average Hourly Rate
Female	15.04
Male	15.57
Mean Hourly Remuneration Total	15.30

**Gender Pay Gap:
3.4% on average**

**Females are paid
3.4% less than males**

Mean Hourly Remuneration: Breakdown by Contract Type

Row Label	Average Hourly Rate	
Casual	13.27	Gender Pay Gap Casual: -1% in relation to Casual contracts- Females paid .1% more than males
Female	13.27	
Male	13.26	
Fixed Term	15.20	Gender Pay Gap Fixed Term: -23.6% in relation to Fixed Term contracts – Females are paid 23.6% more than males
Female	16.80	
Male	13.59	
Full Time	18.44	Gender Pay Gap Full Time: 2.7% in relation to Full-Time Contract - males are paid 2.7% more than females
Female	18.19	
Male	18.69	
Part Time	18.64	Gender Pay Gap Part Time: - 28.2% in relation to Part-Time Contracts - Females are paid 28.2% more than males.
Female	20.94	
Male	16.34	
Grand Total	15.30	

Contract Types

In casual roles, average hourly pay is almost identical between men and women. In fixed-term and part-time roles, women earn more than men on average, while in full-time roles men earn around 2–3% more per hour

Median hourly remuneration of male and female employees

Median Hourly Remuneration of Male & Female Employees

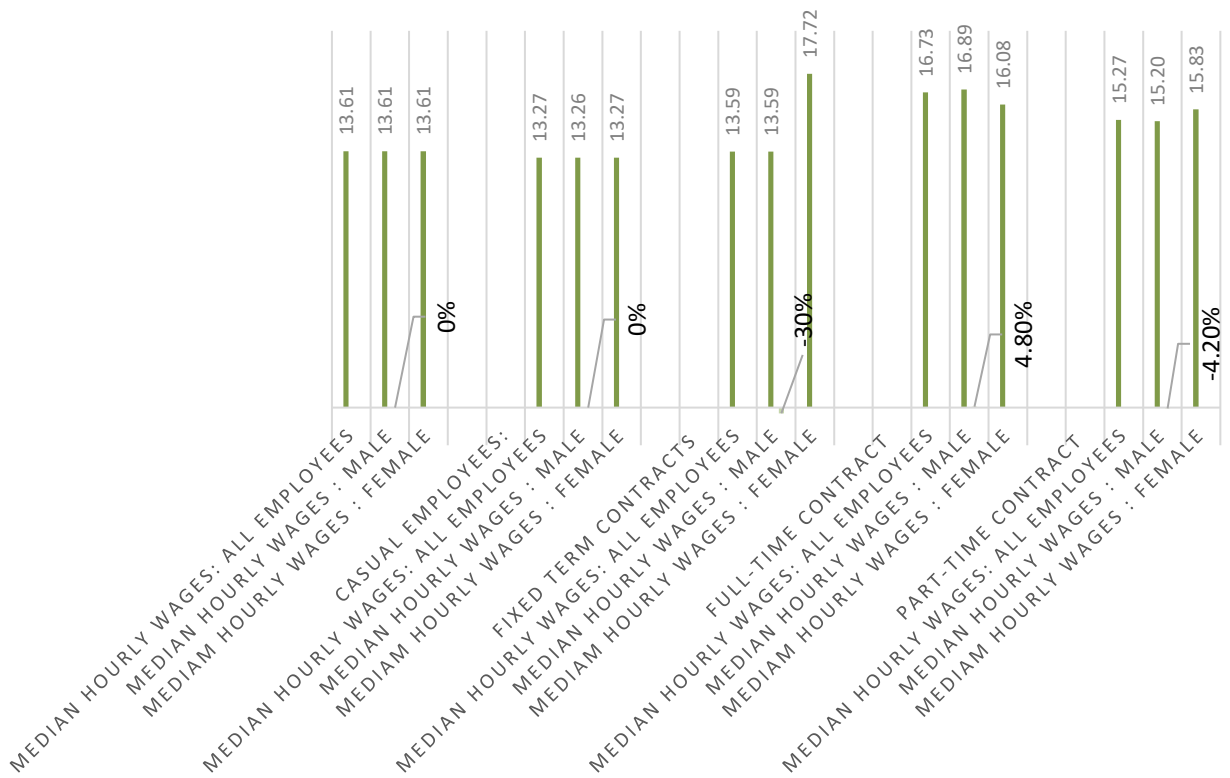
Category	Mean Hourly Rate
Female	13.63
Male	13.61
All Employees (Median)	13.61

The median gender pay gap is -0.1%. This shows that the typical (middle) female employee earns essentially the same hourly rate as the typical male employee, with a very small difference in favour of women.

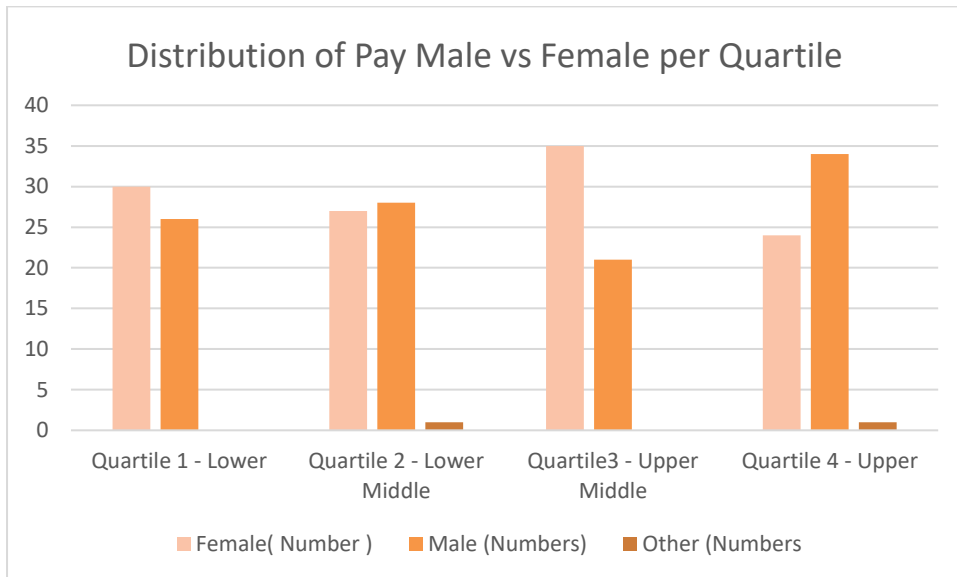
Overall:			
Median Hourly Wages: All Employees	13.61		
Median Hourly Wages: Male	13.61	Gender Pay Gap	-0.1%
Median Hourly Wages: Female	13.636		
Casual Employees:			
Median Hourly Wages: All Employees	13.27		
Median Hourly Wages: Male	13.26	Gender Pay Gap	-0.1%
Median Hourly Wages: Female	13.27		
Fixed Term Contracts			
Median Hourly Wages: All Employees	13.59		
Median Hourly Wages: Male	13.59	Gender Pay Gap	-30.4%
Median Hourly Wages: Female	17.72		
Full-Time Contract			
Median Hourly Wages: All Employees	16.73		
Median Hourly Wages: Male	16.89	Gender Pay Gap	4.8%
Median Hourly Wages: Female	16.08		
Part-Time Contract			
Median Hourly Wages: All Employees	15.27		
Median Hourly Wages: Male	15.20	Gender Pay Gap	-4.2%
Median Hourly Wages: Female	15.83		

While there is a 3.4% gender pay gap towards males it is -0.1% in the medium in favour of women, however in full-time contract the medium is 4.8% in male favour. The part-time contracts the medium is 4.2% in favour of the women suggesting women are paid favourably compared to their male counterparts as more women are doing part-time hours.

MEDIAN HOURLY RENUMERATION OF MALE AND FEMALE EMPLOYEES



Pay Quartiles (Based on Hourly Pay)	Female(Number)	Male (Numbers)	Other (Numbers)
Quartile 1 - Lower	30	26	0
Quartile 2 - Lower Middle	27	28	1
Quartile3 - Upper Middle	35	21	0
Quartile 4 - Upper	24	34	1



Women are slightly more represented in the lowest quartile (Q1) and strongly represented in the upper-middle quartile (Q3). Men are more prevalent in the highest pay quartile (Q4). The representation of other genders is small but visible in the lower and upper quartiles and will be monitored as the workforce continues to diversify

Bonuses & Benefit in Kind (BIK)

In this reporting period, six employees received a bonus, all of whom were female.

Proportion of each gender receiving a bonus:

- Female: 5.2%
- Male: 0.0%
- Other: 0.0%

Because all bonus payments were made to women and none to men, standard percentage comparisons of mean and median bonus pay between men and women are not meaningful. In practice, 100% of bonus payments in this period were received by female employees, reflecting the composition of the small number of bonus-eligible senior roles.

Benefits in kind (such as health insurance) are managed separately within our total reward package. This dataset does not include detailed BIK values, so a numerical gender breakdown is not presented in this report. As part of our ongoing compliance work, we will continue to monitor any gender impacts of non-cash benefits through our HR and payroll systems

Summary of Key Findings

- Overall mean gender pay gap of 3.4% in favour of men.
- Median pay is effectively equal between men and women.
- Women are ahead in fixed-term and part-time roles on both mean and median measures.
- Men are more represented in the highest pay quartile (Q4).
- Bonus payments were made only to female employees in this period.

Closing the Gender Pay Gap – Our Path Ahead

We remain committed to further reducing and ultimately eliminating our gender pay gap. Building on the initiatives outlined in our 2024 report, we will continue to focus on three core pillars:

1. Grow from within

- Strengthen career pathways from team member to supervisor, assistant manager and manager.
- Continue to identify high-potential women at supervisory and middle-management levels and support them through mentoring, targeted development and leadership programmes.

2. Support work–life balance

- Maintain and promote flexible and part-time working options that enable all employees to remain and progress in the workforce.
- Review scheduling and rostering practices to ensure fairness and consistency across departments.

3. Build awareness, inclusion and accountability

- Continue to embed Diversity, Equity and Inclusion (DEI) training as part of induction and ongoing development.
- Educate managers on unconscious bias, inclusive recruitment and fair promotion decisions.
- Review recruitment shortlists and promotion outcomes by gender and contract type to identify and address any emerging barriers.

By combining data-driven analysis with practical actions on development, flexibility and inclusion, Lyrath Estate will continue to create a workplace where everyone – regardless of gender or identity – can thrive, progress and be rewarded fairly for the work they do.

These initiatives reflect our dedication to creating a supportive, inclusive, and equitable workplace for everyone at Lyrath Estate.