

GENDER PAY GAP REPORT



SEAFIELD
HOTEL & SPA RESORT



20
24



INTRODUCTION

We want to continue to make **Seafield Hotel & Spa Resort** a great place to work for everyone, and a place where all members of our team have the opportunity to develop and grow both now and in the future.

We want to ensure all of our team feel supported in their development at all stages of their journey with us. If we are to achieve success in this regard, it is essential that we continue to nurture an inclusive culture, that attracts and retains a diverse workforce.

Teams with diversity of backgrounds and where everyone's contribution is valued; are more innovative, more effective, and more reflective of the guests we serve. An inclusive environment also fosters an engaged workforce, in which all our colleagues can thrive at work and create a positive impact on their wellbeing.

Gender equality in the workplace creates significant value for both the business and for society and Seafield Hotel & Spa Resort is committed to achieving this.

Our gender pay gap for Hourly Paid Team Members here at Seafield in 2024 is 1.01 %

This compares to Ireland's latest available national gender pay gap of 9.6%* (2022) according to the CSO, and an EU average gender pay gap of 12.7% ** (2021) based on Eurostat data.

It is important to note that the basic hourly rate of pay for our hourly paid colleagues is the same for the same role regardless, which helps reduce the gender pay gap to this significant level.

*Gender Pay Gap – CSO – Central Statistics Office

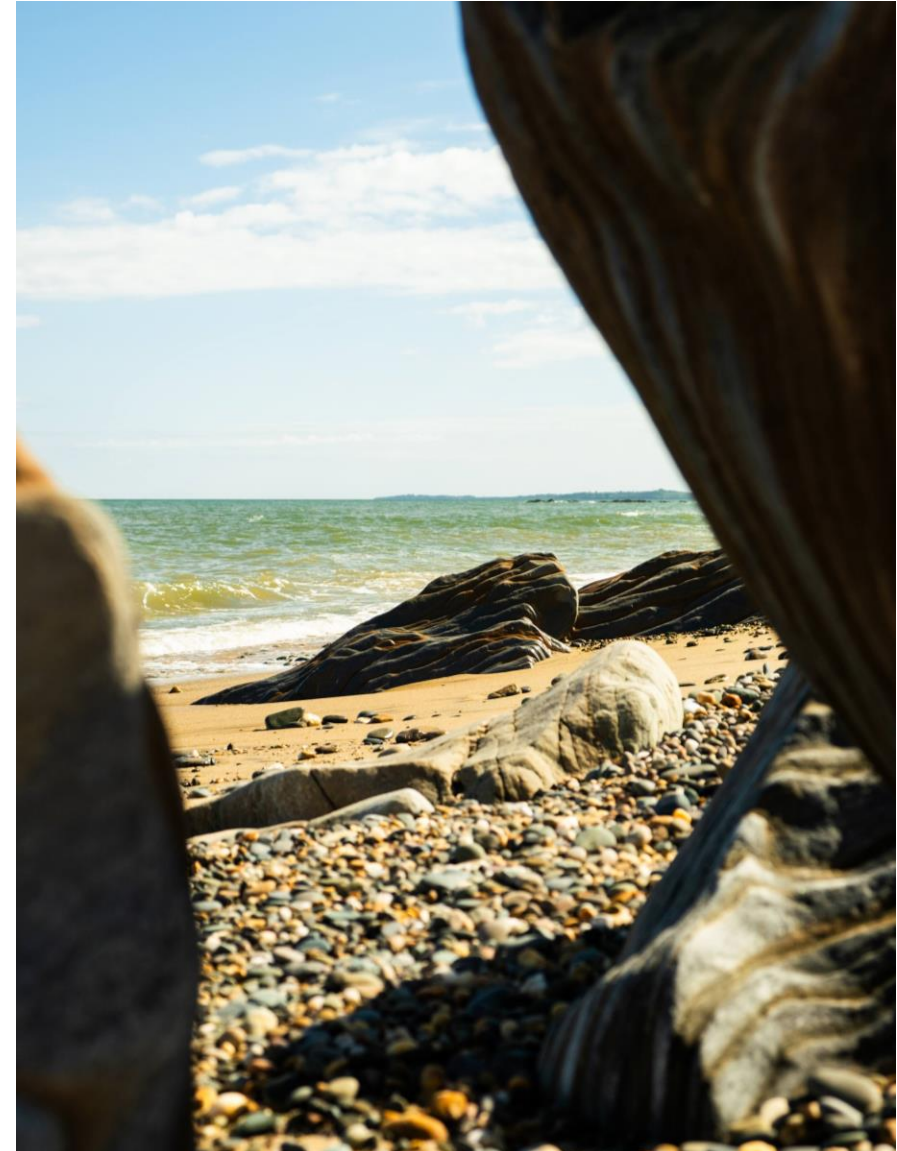
**Statistics | Eurostat (uropa.eu)

WHAT IS THE GENDER PAY GAP?

The gender pay gap is the difference in the average hourly wage of men and women across a workforce, expressed as a percentage of the average male earnings. It compares the pay of all working men and all working women; not just those in same jobs, with the same working patterns or the same competencies.

This is different to equal pay which compares the pay of men and women who perform the same role or roles of equal value.

The Gender Pay Gap Report Snapshot date is 21st June 2024 and is based on information collected between 22nd June 2023 and 21st June 2024.



KEY METRICS EXPLAINED

The Mean Pay Gap - The mean gender pay gap is the difference between women's mean hourly wage and men's mean hourly wage. The mean hourly wage is the average hourly wage across the entire organisation.

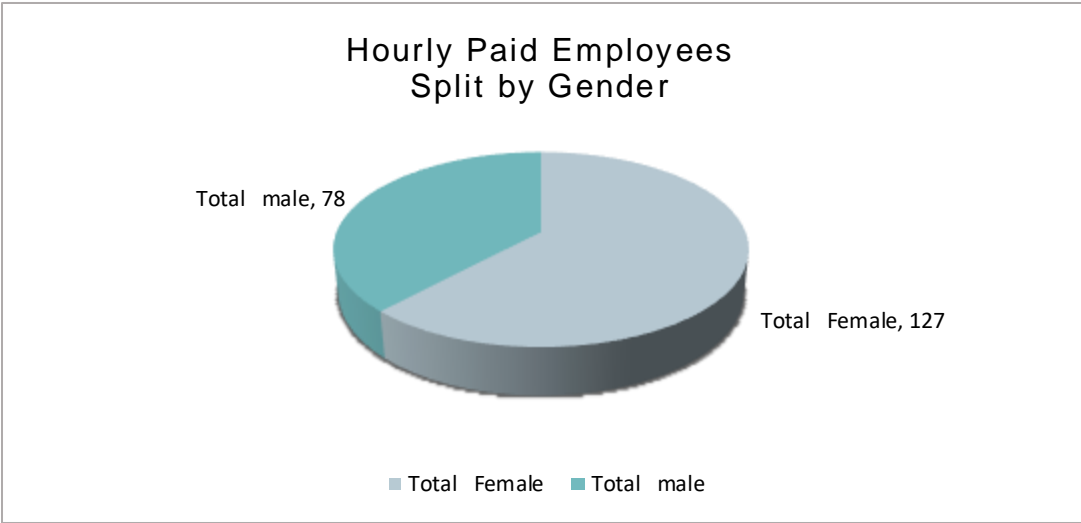
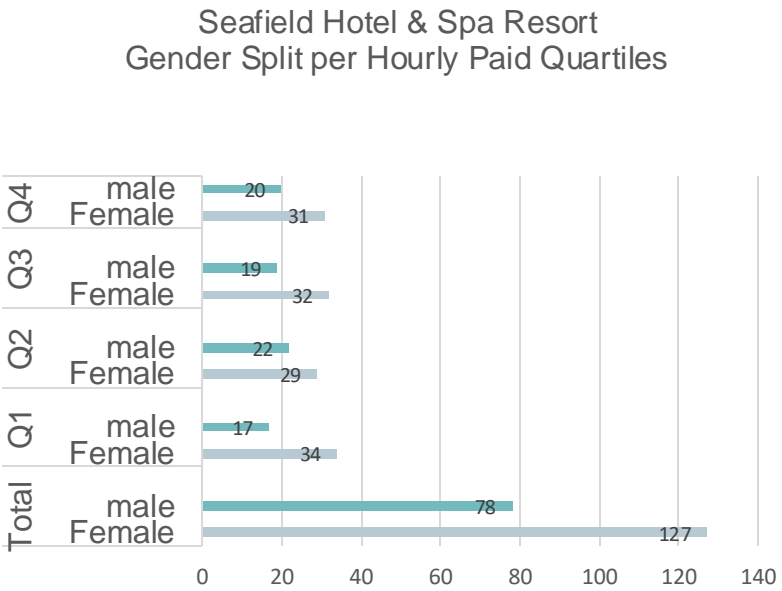
The Median Pay Gap - The median gender pay gap is the difference between women's median hourly wage (the middle paid woman) and men's median hourly wage (the middle paid man). The median hourly wage is calculated by ranking all employees from the highest paid to the lowest paid, and taking the hourly wage of the person in the middle.

The Quartiles - Pay quartiles are calculated by splitting all employees in an organisation into four even groups according to their level of pay. Looking at the proportion of men and women in each quartile gives an indication of the gender representation at different levels of the organisation.



PAY QUARTILE FIGURES

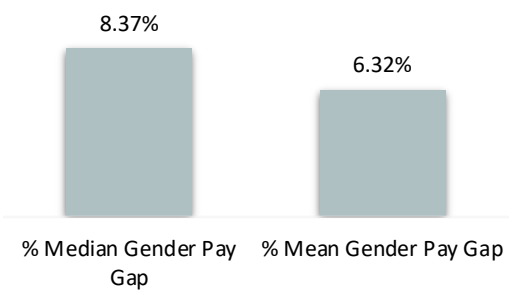
The figures below show the gender balance within each of our Hourly Pay Quartiles for 2024.



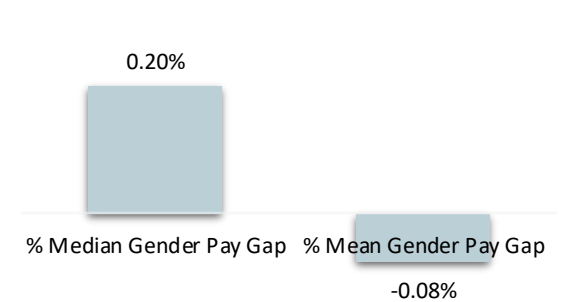
STATUTORY GENDER PAY GAP REPORTING

HOURLY PAID EMPLOYEES:

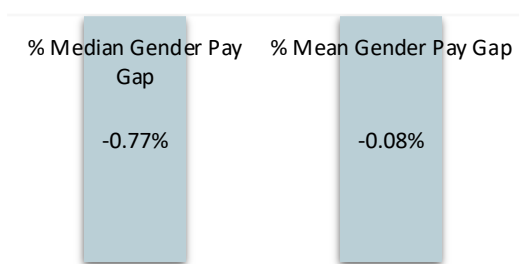
Quartile 1 - Pay Gap



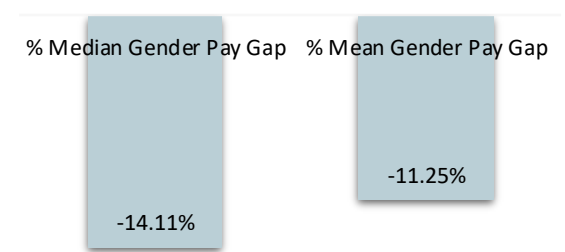
Quartile 2 - Pay Gap



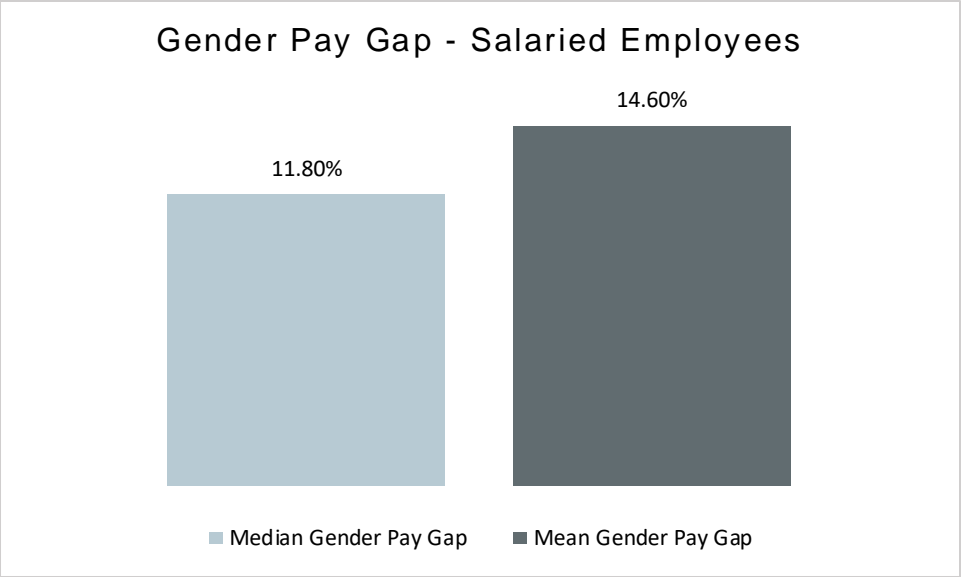
Quartile 3 - Pay Gap



Quartile 4 - Pay Gap



SALARIED EMPLOYEES



- % of male employees in receipt of Bonus = 0%
- % of female employees receipt of Bonus = 0%
- % of male employees in receipt of BIK = 0%
- % of female employees in receipt of BIK = 0%

FINDINGS

Men, in hourly paid positions on average, earn 1.01% more than women.

Women make up 31.82 % of salaried employees, despite comprising 61.95 % of the overall hourly paid workforce.

A higher percentage of women are employed in front-office, Spa, Housekeeping, and Guest Service roles, while men dominate Technical, Strategic and Maintenance positions.

Within each of the hourly paid quartiles, there is an equal number of team members ranging from quartile 1 which includes the highest hourly paid team members to quartile 4 which includes the lowest hourly paid team members.

Through our analysis of the pay quartiles, we know that there are more women across all Quartiles, however in Quartile 1 there is double the number of women to men.

Quartiles 2 and 3 are the majority of hourly paid roles where rates of pay are clearly laid out.

Quartile 3 tends to be more support services where we see more females, such as the Spa, Breakfast & Accommodation which offers more flexible working patterns and predominately attracts female applicants.

Quartile 1, sees the majority of high skills and Middle Management Roles, where Full Time Working Hours and Over-time tend to apply and hence are inclusive of the majority of Kitchen, Technical & Facilities Management Roles.

We have a legacy of more females in Supervisory/Assistant Manager roles here at Seafield which is often typical in a Spa Resort setting and it takes time to adjust to a more balanced gender split.

Quartile 4 sees the majority of our workers who are under the age of 20, and with a majority being females in the bracket 18-19 years and the majority being males in the bracket 17-18 years, the differing hourly rates across these age groups has significantly impacted the Gender Pay Gap in favour of women in this quartile.



IMPLICATIONS

A gender pay gap can have significant implications for the property, including challenges in attracting and retaining talent, reputational risks, and compliance with labour laws or corporate responsibility standards. Addressing these disparities is critical for fostering a more equitable and productive work environment.



CHALLENGES

Seafield Hotel & Spa Resort requires teams to work ‘anti-social’ times. This type of output is a core element of what Seafield Hotel & Spa Resort does and is unlikely to change.

Seafield Hotel & Spa Resort will continue with best practice recruitment procedures in place whereby gender is not a factor. However, Seafield Hotel & Spa Resort will continue to ensure flexibility continues as an option for all employees across all workplace levels.

The flexibility that Seafield Hotel & Spa Resort 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, than if they were avail of full-time working hours.



ACTION PLAN 2024 - 2025

Our mean gender pay gap is 1.01% and to understand it we have analysed above the makeup of each quartile.

This is a reflection of roles that are more often held by males in hospitality and specifically in Resort Style Properties.

If we are to address our overall gap a focus on greater representation at a Senior Management level needs to take place, together with male representation across the board, but specifically in Quartile 1 & the upper proportion of the age brackets found in Quartile 4 of our Hourly Paid Employees.

We are committed to closing the gender pay gap and to do this, we'll focus our actions over the next year around:

- A review of job adverts to ensure they continue to be gender neutral
- Continue to base pay on the position itself rather than the previous pay of the employee as the latter perpetuates the gender pay gap
- Conduct a pay audit to assess gaps that may need to be addressed.
- Conduct Enhanced Diversity and Inclusion training for all in leadership positions.
- Continue to celebrate key events such as International Women's Day, Diwali, Pride Month etc to ensure an inclusive work environment and acknowledge and recognise all team members
- Promote Gender Diversity in Leadership: Develop targeted initiatives, such as leadership training programs and mentorship opportunities, to encourage more women to apply for and secure the most senior management roles.
- Equitable Role Allocation: Encourage cross-training and open recruitment processes for traditionally male-dominated roles such as Kitchen and Maintenance roles to diversify the talent pool.
- Flexible Work: Continue to provide flexible scheduling and support systems to encourage career advancement for employees with caregiving responsibilities, who are often women.



CONCLUSION

Closing the gender pay gap requires a committed, data-driven approach tailored to the unique dynamics of the resort hotel property. By addressing representation, role allocation, and pay structures, the property can ensure a more equitable environment that supports all employees in reaching their full potential.

By taking these steps, the resort can strengthen its employer brand, enhance employee satisfaction, and demonstrate a commitment to diversity and inclusion, ultimately driving better business outcomes.