

An aerial photograph of the Seafeld Hotel & Spa Resort at sunset. The resort's modern buildings are visible in the center, surrounded by lush green fields and a small town. In the background, rolling hills are silhouetted against a bright, orange-hued sky. A white, stylized seahorse logo is superimposed over the resort buildings.

SEAFIELD

HOTEL & SPA RESORT

Gender Pay Gap Report 2025

INTRODUCTION

We remain committed to making **Seafield Hotel & Spa Resort** a workplace where every team member can thrive and develop, regardless of gender or background.

Diversity and inclusion are central to how we work — they make our teams more innovative, more engaged, and better able to serve our guests and customers.

Our 2025 Gender Pay Gap Report demonstrates that we continue to achieve strong gender balance across our workforce, with very little difference in average pay between men and women.

The mean gender pay gap for our hourly-paid employees at Seafield Hotel & Spa Resort for 2025 is 0.43% (in favour of men), while the median gender pay gap is -1.45% (in favour of women).

These results are significantly lower than the latest available national gender pay gap for Ireland (9.6% in 2022 according to the CSO) and well below the EU average of 12.7% (Eurostat, 2021).

This outcome reflects our commitment to equal pay for equal work, transparent pay structures, and a culture that values fairness.

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 2025 and is based on information collected between 22nd June 2024 and 21st June 2025.

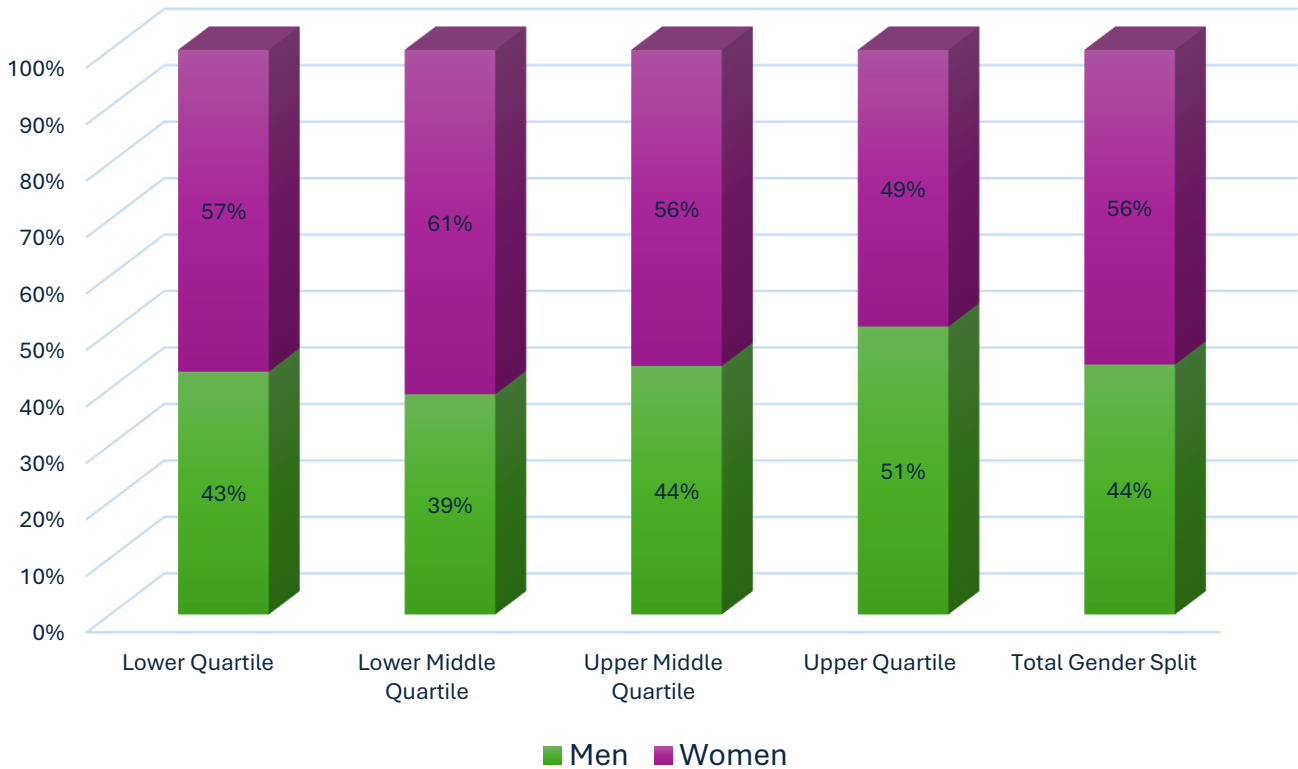
KEY METRICS EXPLAINED

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.

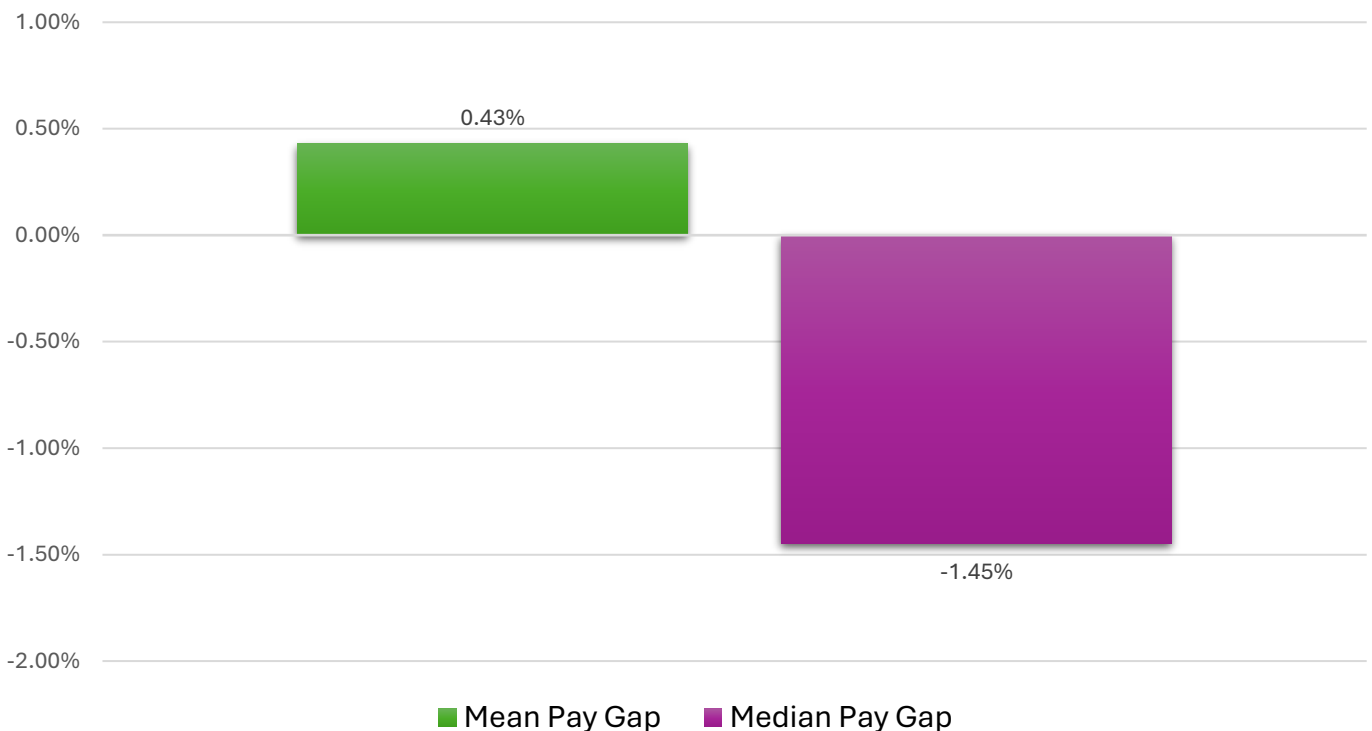
The Median Pay Gap - The median gender pay gap is the difference between women's median hourly wage (the middle paid woman) and men's median hourly wage (the middle paid man). The median hourly wage is calculated by ranking all employees from the highest paid to the lowest paid, and taking the hourly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



GENDER PAY GAP



% 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%

Gender Pay Gap Report - Seafield Hotel & Spa Resort - 2025

Prepared in accordance with the Gender Pay Gap Information Act 2021 (SI No. 264/2022)

KEY FINDINGS 2025 & INTERPRETATION

Workforce:

211 employees

- Women: (56%)
- Men: (44%)

Pay Quartiles:

- Women slightly over-represented in the lower two quartiles
- Men slightly over-represented in the highest quartile
- Overall distribution is balanced

Mean Gender Pay Gap: 0.43%

Men’s average hourly pay is 0.43% higher than women’s
Men earn slightly more on average, but the gap is close to zero

Median Gender Pay Gap: -1.45%

Women’s median hourly pay is 1.45% higher than men’s
Women earn slightly more at the median

Our gender pay gap is well below the Irish national average of 9.6%
Results demonstrate strong pay equity across the business

Key Achievements – 2025 vs 2024

Measure	2024 (Last Year)	2025 (This Year)	Progress / Commentary
Mean Gender Pay Gap	1.01% (men earned more)	0.43% (men still earn slightly more)	Gap reduced by more than half - strong improvement toward pay parity.
Median Gender Pay Gap	-1.57% (women earned more)	-1.45% (women earn slightly more at median)	Median remains in women’s favour, with a small shift closer to zero - indicates stable equity across the middle of the pay distribution.
Workforce Composition	61.95% women in hourly roles, 31.82% women in salaried roles	56% women overall	More balanced overall workforce; slight narrowing of disparity in higher-paying positions.
Quartile Distribution	Women over-represented across all quartiles, particularly Quartile 1	Women slightly over represented in lower quartiles, men slightly in highest quartile	Some improvement in top quartile balance, though high-paid male roles persist.
Action Plan Implementation	Planned measures included pay audits, gender-neutral job ads, leadership D&I training	Data shows positive outcomes and reduced mean gap	Measures appear to be effective; results suggest sustained impact on pay equity.

EMPLOYER STATEMENT

Our analysis shows a **mean gender pay gap of 0.43%** and a **median gender pay gap of -1.45%**, indicating that women's median pay is slightly higher than men's.

This demonstrates that our pay practices are equitable.

We remain committed to monitoring our pay data annually, ensuring compliance with the Gender Pay Gap Information Act 2021, and promoting gender balance across all roles.

CHALLENGES

Despite progress, some challenges remain:

- **Upper Quartile Representation:**
Men continue to dominate certain senior and technical roles, influencing the overall mean pay gap.
- **Occupational Segregation:**
Women remain concentrated in Spa, Housekeeping, Front Office, and Guest Services, while men dominate Kitchen, Technical, and Maintenance roles.
- **Flexible & Part-Time Work:**
Many women use flexible schedules, particularly in support services, which can influence quartile distribution and overall pay comparisons.
- **Anti-Social Hours:**
Resort operations require work at evenings, weekends, and public holidays, which may limit certain employees' ability to access higher-paying shifts.

Addressing these challenges is essential to maintaining long-term pay equity and workforce diversity.

CONCLUSION / NEXT STEPS (2025–2026 GPGR)

Seafield Hotel & Spa Resort has made measurable progress in gender pay equity over the past year:

- The mean gender pay gap is nearly closed at 0.43%
- The median gender pay gap remains slightly favourable to women at -1.45%
- Overall workforce composition is more balanced than last year

While we are achieving pay parity across the organisation, we recognise that maintaining gender balance requires ongoing attention.

In 2025–2026, we will:

- Continue to monitor pay data annually to ensure ongoing compliance with the Gender Pay Gap Information Act 2021
- Promote gender diversity across all levels, with a focus on leadership opportunities for underrepresented groups
- Maintain transparent recruitment and pay practices to ensure fairness and equal opportunity
- Encourage cross-training and equitable role allocation to support access to higher-paid roles for all employees
- Support flexible working patterns without disadvantaging career progression.

By continuing to focus on inclusivity and equity, we aim to ensure that Seafield Hotel & Spa Resort remains a workplace where all employees can thrive and achieve their full potential.