

Conrad Dublin

Gender Pay Gap Report

November 2025

Foreword

In line with Government legislation, including the Gender Pay Gap Information Act 2021 and the Employment Equality Act 1998 (Section 20A) (Gender Pay Gap Information) Regulations 2022, the Conrad Gender Pay Gap Report is scheduled to be published second time on 22 November 2025.

This report includes all staff employed during the reporting period from June 2024 to June 2025 and presents the gender pay gap statistics for Conrad Dublin. The information has been prepared in accordance with the requirements outlined in the Gender Pay Gap Information Act 2021, which mandates organisations to report their gender pay gap information.

The analysis reveals that Conrad's mean gender pay gap is 7.4%, favouring male employees. This indicates that, on average, the hourly rate for male employees is 7.4% higher than that of female employees during the reporting period. The median gender pay gap, representing the midpoint of pay by gender, is -1.8% in favour of females.

As of 22 June 2025, Conrad employed 183 individuals: 89 females and 94 males. Of these, 47 employees were part-time, comprising 28 females and 19 males. There were no temporary staff employed on this date in the reporting period.

Gender Pay Gap Results

Mean gender pay gap

The mean gender pay gap represents the average difference in hourly pay between males and females. It is calculated by expressing the difference between the average hourly rate paid to males and the average hourly rate paid to females as a percentage of the average hourly rate paid to males.

Mean gender pay gap - overall

Based on the mean (average) hourly rate of pay for male and female employees in the relevant pay period, our mean gender pay gap is **7.4%** in favour of male employees.

Mean gender pay gap – part time

Based on the mean (average) hourly rate of pay for male and female employees in the relevant pay period, our mean part-time employee gender pay gap is **3.7%** in favour of male employees.

Mean gender pay gap - temporary

There were no temporary employees employed during the reporting period.

Median gender pay gap

The median gender pay gap is calculated as the difference between the median hourly rate paid to males and the median hourly rate paid to females, expressed as a percentage of the median hourly rate paid to males.

Median gender pay gap – overall

Based on the median (middle) hourly rate of pay for male and female employees in the relevant pay period, our median gender pay gap is **-1.8%** in favour of female employees.

Median gender pay gap - part time

Based on the median (middle) hourly rate of pay for male and female employees in the relevant pay period, our median part-time employee gender pay gap is **-0.1%** in favour of female employees.

Median gender pay gap - temporary

There were no temporary employees employed during the reporting period.

Mean Bonus pay gap

The mean gender bonus pay gap represents the average difference in bonus payments

between males and females. It is calculated by expressing the difference between the average bonus paid to males and the average bonus paid to females as a percentage of the average bonus paid to males.

Based on the mean (average) bonus pay for male and female employees in the relevant pay period, our mean gender bonus gap is **-4.2%** in favour of female employees.

Median Bonus pay gap

The median gender bonus pay gap reflects the difference between the median bonus paid to males and the median bonus paid to females. It is calculated by expressing this difference as a percentage of the median bonus paid to males.

Based on the median (middle) bonus pay for male and female employees in the relevant pay period, our median gender bonus gap is **-73.2%** in favour of female employees.

Proportion Receiving Bonus

	% Male	% Female
All employees receiving %	35.1%	38.2%

Benefits in kind

A benefit in kind (BIK) is any non-cash benefit of monetary value that is provided to an employee.

	(M)	(F)
Receivers count %	2.1%	1.1%

Reasons for the gender pay gap

The Conrad's gender pay gap is driven by the following:

- The mean gender pay gap of 7.4% in favor of male employee, and median gender pay gap of -1.8% in favor of female employees reflects the average hourly pay across all levels of the organization. This is influenced by the concentration of male employees in higher-paying managerial and supervisory roles.
- Our mean and median bonus pay gaps are -4.2% and -73.2%, respectively, in favor of females. This is primarily due to female team members receiving a higher proportion of bonuses in managerial and senior roles, particularly within the Sales and Marketing department. Overall, 35.1% of male employees and 38.2% of female employees received a bonus during the reporting period.

It is important to note that the gender pay gap measures the difference in average earnings between women and men across the organisation. It does not measure the difference in pay between women and men performing work of equal value.

We continue to offer fair pay to men and women working at same level of skill, responsibility and experience.

Pay Quartile Analysis

The following table divides our entire workforce into four equal pay quartiles and calculates the distribution of men and women, from the lowest paid quarter to the highest paid quarter. In the Conrad. Males represent 51% of the population with females representing 49%.

The table shows that the gender distribution in Quartile 1 is 51.1% for females and 48.9% for males and in Quartile 2 is 43.5% for females and 56.5% for males. Quartile 3 consists of 67.4% females and 32.6% males, while Quartile 4 consists of 32.6% females and 67.4% males, reflecting the higher portion of men in the highest pay band.

	% Male	% Female
Quartile 1	48.9%	51.1%
Quartile 2	56.5%	43.5%
Quartile 3	32.6%	67.4%
Quartile 4	67.4%	32.6%