THE GRAFTON HOTEL

# Gender Pay Gap Report 2026

Snapshot date: 26/06/2026 | Reporting period: 27/06/2025–26/06/2026

## Gender pay gap statistics

| Measure | Result |
|---|---|
| Mean hourly gender pay gap | 12.44% |
| Median hourly gender pay gap | 4.38% |
| Mean part-time hourly gender pay gap | 1.38% |
| Median part-time hourly gender pay gap | 3.77% |
| Mean temporary-contract hourly gender pay gap | Not applicable |
| Median temporary-contract hourly gender pay gap | Not applicable |
| Mean bonus gender pay gap | 76.89% |
| Median bonus gender pay gap | 86.67% |
| Male employees receiving bonus | 52.27% |
| Female employees receiving bonus | 37.50% |
| Male employees receiving benefits in kind | 68.18% |
| Female employees receiving benefits in kind | 72.92% |

## Gender representation by pay quartile

| Hourly pay quartile | Female | Male |
|---|---|---|
| Lower | 65.22% | 34.78% |
| Lower middle | 65.22% | 34.78% |
| Upper middle | 56.52% | 43.48% |
| Upper | 21.74% | 78.26% |

## Employer statement

At The Grafton Hotel, we are committed to fostering an inclusive, supportive and equitable working environment in which all employees are valued, respected and provided with opportunities to develop and progress in their careers.

As a leading boutique hotel in Dublin city centre, our people are central to the quality of service and guest experience we deliver. We recognise that attracting, developing and retaining a diverse workforce is essential to the long-term success of our business.

Our 2026 Gender Pay Gap Report provides an opportunity to examine the composition of our workforce, understand the factors contributing to differences in average remuneration between male and female employees, and identify areas where we can continue to improve.

## Understanding our gender pay gap

Our 2026 analysis identifies a mean hourly gender pay gap of 12.44% and a median hourly gender pay gap of 4.38%, both in favour of male employees.

The difference between the mean and median figures indicates that the distribution of higher-paid positions has a greater influence on average remuneration than on the midpoint of employee earnings.

Our pay quartile analysis highlights this difference in workforce composition. While female employees account for a greater proportion of employees in the lower and middle pay quartiles, male employees represent 78.26% of the upper pay quartile, compared with 21.74% female representation.

This distribution is an important potential contributor to our overall gender pay gap and highlights the importance of ensuring that development and progression opportunities are accessible across all departments and levels of the organisation.

Our part-time gender pay gap is considerably smaller, with a mean gap of 1.38% and a median gap of 3.77%. These results indicate a more balanced distribution of hourly remuneration among employees classified as part-time.

## Understanding our bonus pay gap

Our analysis also identifies a mean bonus gender pay gap of 76.89% and a median bonus gender pay gap of 86.67%, both in favour of male employees.

We recognise that these differences are significant and warrant further examination. Bonus outcomes may be influenced by the distribution of employees across management and operational positions, differences in bonus eligibility, and the value of individual awards. However, further analysis is necessary to establish the extent to which these factors explain the results.

We will review our bonus arrangements to ensure that eligibility criteria, allocation processes and reward practices are fair, transparent and consistently applied.

## Our commitment to improvement

We recognise that addressing the factors contributing to our gender pay gap requires continued attention to workforce composition, career progression and remuneration practices. Our priorities include:

- Recruitment and career progression: Supporting fair and inclusive recruitment practices and ensuring equitable opportunities to progress into supervisory and management positions.
- Learning and development: Encouraging professional development, internal promotion and succession planning across all operational departments.
- Pay and reward transparency: Reviewing remuneration structures and bonus arrangements to support fairness and consistency across comparable roles.
- Workforce representation: Monitoring gender representation across departments, management positions and pay quartiles to identify opportunities for improvement.
- Ongoing monitoring: Reviewing gender pay gap information annually and using the findings to inform our people-management priorities.

## Looking ahead

We recognise that a gender pay gap is not, in itself, evidence of unequal pay for equivalent work. However, it is an important measure of workforce representation and the distribution of remuneration across our organisation.

Our 2026 findings highlight the need to continue examining progression into higher-paid positions and the factors influencing bonus outcomes.

At The Grafton Hotel, we remain committed to creating a workplace where employees are recognised for their contribution, supported in their professional development and provided with fair opportunities to succeed.

We will continue to monitor our progress, review our employment practices and take a considered, evidence-based approach to improving gender balance across the organisation.

The Management Team
The Grafton Hotel
November 2026