THE GRAFTON HOTEL

GENDER PAY GAP REPORT 2025

The Grafton Hotel is an equal opportunities employer. We are committed to fostering a positive, inclusive and diverse workplace for everyone.

The gender pay gap compares average hourly remuneration between female and male employees across our organisation. The figures below relate to employees in Ireland.

Workforce composition

Female employees	**55.77%**
Male employees	**44.23%**

Hourly gender pay gap

Mean gender pay gap	**15.70%**
Median gender pay gap	**11.95%**

Temporary and part-time employees

Mean gender pay gap (reported group)	**4.15%**
Median gender pay gap (reported group)	**3.50%**

Bonus remuneration

Mean gender bonus gap	**14.89%**
Median gender bonus gap	**16.25%**
Female employees receiving a bonus	**4.17%**
Male employees receiving a bonus	**27.50%**

Benefits in kind

Female employees receiving BIK	**52.00%**
Male employees receiving BIK	**65.00%**

Pay quartiles

Lower — Female / Male	**68.18%** / **31.82%**
Lower middle — Female / Male	**82.16%** / **17.84%**
Upper middle — Female / Male	**50.00%** / **50.00%**
Upper — Female / Male	**22.73%** / **77.27%**

Employer statement

The Grafton Hotel is committed to treating employees fairly and providing opportunities for professional development and career progression. Our 2025 results show a mean hourly gender pay gap of 15.70% and a median gap of 11.95%, both in favour of male employees.

Our pay quartile figures show that female employees represent a greater share of the lower and lower-middle quartiles, while male employees account for 77.27% of the upper quartile. This distribution may contribute to the overall difference in average hourly remuneration. Further analysis of roles, seniority and pay arrangements would be required to determine the precise causes.

The part-time and temporary employee figures show a smaller reported gap, with a mean of 4.15% and a median of 3.50%.

The mean bonus gap is 14.89% and the median bonus gap is 16.25%. Bonus participation also differs: 4.17% of female employees and 27.50% of male employees received a bonus. We recognise the importance of examining eligibility and award practices to better understand these differences.

We intend to continue supporting fair recruitment, access to learning and development, career progression and consistent remuneration practices. We will also review bonus arrangements and monitor representation across pay quartiles to help identify opportunities for improvement.

Our aim is to use these findings to support an inclusive workplace where employees are recognised for their contribution and have fair opportunities to succeed.

The Management Team
The Grafton Hotel