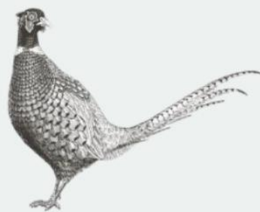


GENDER PAY GAP REPORT 2024



Mount Juliet Estate

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Introduction from Mark Dunne, General Manager

I hope this message finds you well. As we continue to prioritise our People First journey, I am pleased to present our third-year Gender Pay Gap report.

Over the past 12 months, we have meticulously analysed last year's results and embarked on a comprehensive, long-term approach to enhance the overall employee experience. We are delighted to report that our overall gender pay gap has reduced to 6% in 2024 from 8% in 2023 and 2022. We were committed to addressing this issue holistically and will continue that approach into 2025. We continue to recognise the importance of internal development, whilst being dedicated to cultivating a talent pool from within, ensuring that we have the necessary skills to fill vacancies as they arise.



Despite the overall gap remaining constant, we have achieved significant progress in narrowing the gap for full-time contracts. In the 2022 report, there was a 14% disparity in favour of male employees, and we are proud to report a positive shift in this regard.

Furthermore, it's noteworthy that certain categories of female employees in our workforce continue to now earn more than their male counterparts. This demonstrates our commitment to creating a fair and equitable work environment for all.

Our recent re-certification as a Great Place to Work for the third consecutive year, reflects that we are on the right path, with an increased 76% of our colleagues expressing high levels of trust and commitment. For the second year in a row, we are encouraging in our diversity and inclusion score of 84%, indicating a 10-point increase from last year's survey. Inclusion and diversity are pivotal in our strategy to close the Gender Pay Gap at Mount Juliet.

Our journey does not end here. We are already working on a plan to elevate all aspects of the employee experience in 2025. Your commitment and dedication are instrumental in achieving these goals, and I am confident that together, we will continue to make progress toward a more inclusive and equitable workplace.

Best regards,

Mark Dunne

What is a Gender Pay Gap?

The gender pay gap is the difference in the average hourly wage of men and women across a workforce. It compares the pay of all working men and women, not just those in similar jobs, with similar working patterns or with similar competencies, qualifications or experience.

Gender pay gap reporting is one part of a much-needed wider strategy to address female participation rates and employment gaps between genders. It will not on its own identify or solve the myriad of structural, cultural and policy causes for these differences, but it is a critical and welcome element.

(Source: IBEC)

The Gender Pay Gap Information Act 2021 requires organizations to report on their hourly gender pay gap across a range of metrics. Regulations have been published which set out the details of how these calculations should be made.

Under the 2021 Act, Irish organizations with 150+ employees are obligated to report the following: Mean

- hourly remuneration gap
- Median hourly remuneration gap
- Mean bonus remuneration gap
- Median bonus remuneration gap
- Mean hourly remuneration gap of part-time employee's Median
- hourly remuneration gap of part-time employees
- Mean hourly remuneration gap of temporary contract employees Median
- hourly remuneration gap of temporary contract employees
- % of male employees who were paid bonus remuneration & % of female employees who were paid bonus remuneration
- % of male employees who received benefits in kind & % of female employees who received benefits in kind
- Percentage of males and females when divided into four quartiles ordered from lowest to highest pay

- a) Lower remuneration quartile pay band
- b) Lower middle remuneration quartile pay band
- c) Upper middle remuneration quartile pay band
- d) Upper remuneration quartile pay band

- In addition, where any pay gaps are identified, employers must set out the reasons for this and the measures (if any) being taken or proposed to be taken to eliminate or reduce any such pay gaps.

(Source: KPMG Ireland)

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 organization.

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 organization 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 organization.

(Source: KPMG Ireland)

Gender Pay Gap Report

Snapshot Date: 25 June 2024

Number of Employees: 311

Full time: 81

Fixed Term: 18

Part-time/Casual: 212

Representation of Male and Female employees across four wage Quartiles

Row Labels	Count of Gender		
Q1	131	44%	Females in Q1
Female	57	56%	Males in Q1
Male	74		
Q2	9	33%	Females in Q2
Female	3	67%	Males in Q2
Male	6		
Q3	82		
Female	33	40%	Females in Q3
Male	49	60%	Males in Q3
Q4	74		
Female	26	35%	Females in Q4
Male	48	65%	Males in Q4
Grand Total	296		

Female employees are less represented in each of the quartiles in 2024. There is higher representation of female employees in the 3rd Quartile that includes supervisory and mid management positions.

Mean Hourly Remuneration Gap

Mean Hourly Remuneration: Total Employees

Row Labels	Average of Hourly Rate
Female	14.31
Male	15.28
Unknown	14.21
Grand Total	14.86

Gender Pay Gap:

On average,
6% Females are paid 6% less than males.

Mean Hourly Remuneration: Breakdown by Contract Type

Row Labels	Average of Hourly Rate			
Casual	12.96	Note: Casual and Part time staff are considered "Part Time"		
Female	13.00			
Male	12.94			
Fixed term	12.71	Gender Pay Gap - Part time	-12%	In relation to Part Time Contracts – Females are paid 12% more than males.
Female	12.70			
Male	12.72			
Full time	19.90	Gender Pay Gap - Fixed Term	0%	
Female	19.30			
Male	20.12			
Part time	20.01	Gender Pay Gap - Full time	4%	In relation to Full Time Contracts – males are paid 4% more than females.
Female	21.50			
Male	17.78			
Grand Total	14.95			

Contract Types

When we look at contract types, we see an extremely positive change building on the positive movement from 2023. We now have females earning 12% more than males in the part time contract type. The gap is closed in Fixed Term contracts. The full-time gender pay gap is at 4%.

8	Median hourly remuneration of male and of female employees			
	Overall:			
	Median Hourly Wage: All Employees	12.94		
	Median Hourly Wage: Male	12.94	Gender Pay Gap:	0.1%
	Median Hourly Wage: Female	12.93		
	Part-time & Casual Employees:			
	Median Hourly Wage: All Employees	12.70		
	Median Hourly Wage: Male	12.70	Gender Pay Gap:	0.0%
	Median Hourly Wage: Female	12.70		
	Fixed Term Contracts:			
	Median Hourly Wage: All Employees	12.70		
	Median Hourly Wage: Male	12.70	Gender Pay Gap:	0.0%

	Median Hourly Wage: Female	12.70		
	Full Time Contracts:			
	Median Hourly Wage: All Employees	17.26		
	Median Hourly Wage: Male	16.77	Gender Pay Gap:	-3.6%
	Median Hourly Wage: Female	17.37		

Bonuses and Benefits in Kind (BIK)

On average, female employees receive 40% of the bonus that male employees receive, and median bonus remuneration shows 31% in favor of male employees.

These are mainly strategic positions that generally are entitled to annual bonuses related to overall financial results and individual objectives, and it is at this, Executive level, where we see fewer female employees represented.

The executive committee and Senior Leadership grades consist of fifteen directors and managers, including the General Manager. At this level, this year, we saw two vacancies. One male and one female were hired for these directorships.

Addressing the Gender Pay Gap – The way forward

As part of our People First Strategy, we continue with our three-way focus:

1. Awareness
2. Growth from within
3. Work-life balance

Awareness:

Diversity, Inclusion and belonging remains a key focus for Mount Juliet Estate. All employees receive mandatory Diversity, Equity, and Inclusion training via our best-in-class software Typsy.

We will be starting a project in 2025 with the Irish Centre for Diversity and we will be created a team of Diversity champions through this.

Our Staff activities Committee will be having a refresh in January 2025 and we will be creating the MJE People Ambassadors team that will help with mentorship and support as well as activities and initiatives.

Growth from within

We continue to be delighted with our Great Place to Work survey results. We saw significant improvement in empowerment and accountability, teamwork and communication and involvement. Our goal is to continue this improvement journey into 2025.

We have continued to focus on the individual development of current employees at all levels, with focused attention to third quartile supervisors. This will be our focus in 2025 as well.

The aim continues to be to fill the Senior Leadership vacancies from within, as the opportunities arise. We have taken a long-term approach as we recognize it will take several years to develop existing talents to the required level of competence.

We have developed our relationships with all local and national Skillnets, Carlow Kilkenny ETB and SETU to support this focus.

We have adopted Marriott's new management development program ENROUTE, that is designed to develop supervisors up to the Senior Leadership level. Our aim for 2025 is to elevate service further with onsite world class hospitality training for all employees.

Work-life balance

The results from the 2024 Great Place to Work survey have shown with a further year on year increase of 5%, that our employees are satisfied with their general Wellbeing that includes work life balance.

We will continue to listen to feedback to be able to suit individual needs of our employees and work together with our refreshed initiative, MJE People Ambassadors.