CONNEMARA COAST
HOTEL

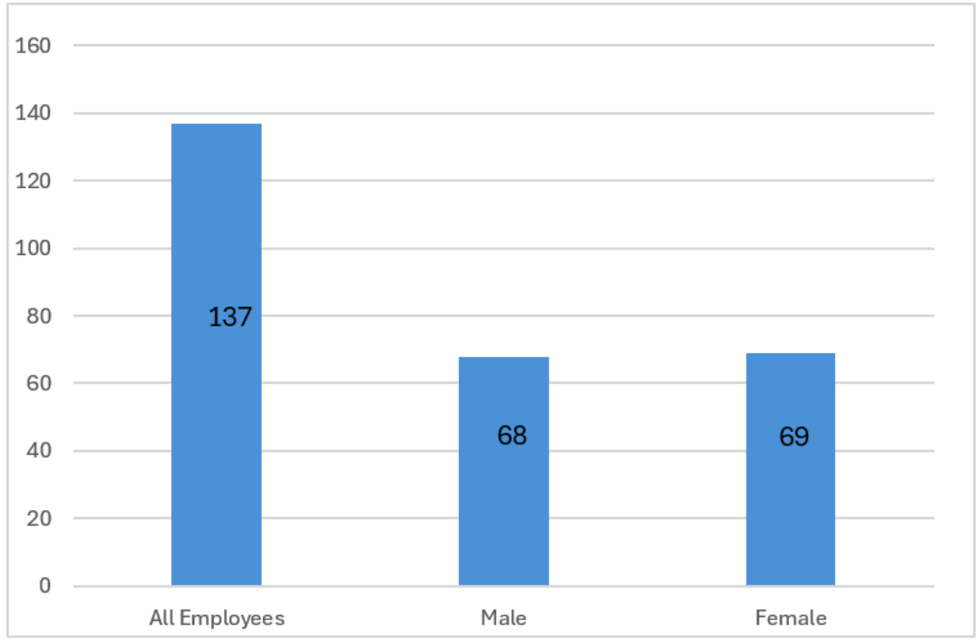
Gender Pay Gap Report 2026

Snapshot Date
17 June 2026

Reporting Period:
June 18th 2025 to June 17th 2026

Reporting Date:
17th November 2026

Gender Breakdown



Female Gender %	53.5%
Male Gender %	46.5%

Bonus & Benefit In Kind

% Of Male & Female Employees who Received Bonuses & Benefit in Kind

BONUS

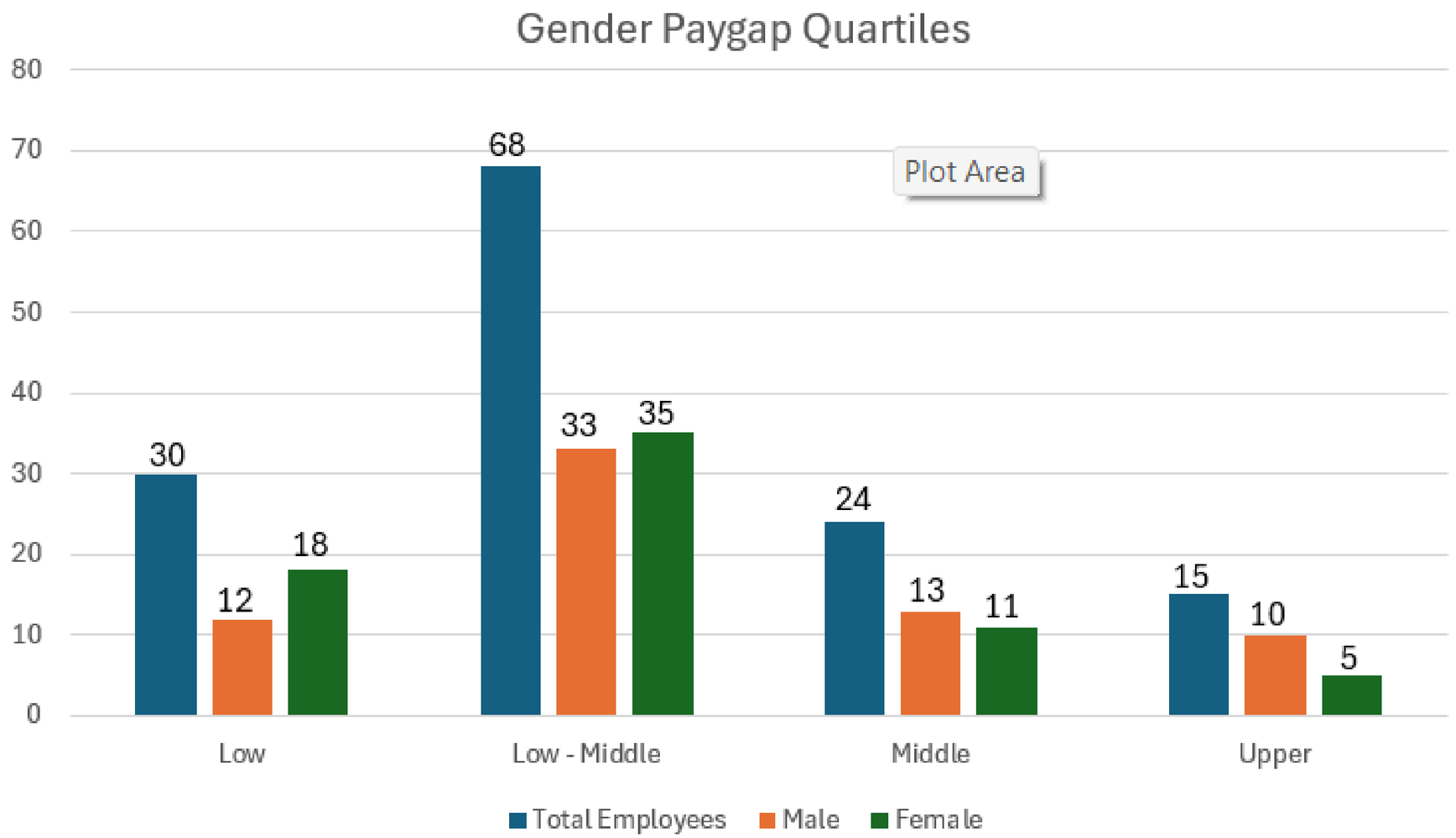
The proportion of relevant employees of the male gender who were paid bonus remuneration = 3.6%

Total number of males in workforce 68

The proportion of relevant employees of the female gender who were paid bonus remuneration = 2.9%

Total number of females in workforce 69

** relevant employees of male or female gender are those who are in management positions, i.e. Heads of Department or Senior Managers.


Gender Paygap Quartiles
80
70
60
50
40
30
20
10
0
Plot Area
30
12
18
68
33
35
24
13
11
15
10
5
Low
Low - Middle
Middle
Upper
Total Employees
Male
Female

The difference between the mean hourly renumeration of all relevant employees of male gender in comparison to all relevant employees of female gender.

All Employees		Part Time Employees		Employees receiving a bonus	
Mean		Mean		Mean 6.6%	
Male 16.88		Male 14.12			
Female 16.56		Female 13.37			
Difference 1.9%		Difference 5.3%			
Median		Median		Median 0%	
Male 13.90		Male 14.82			
Female 13.82		Female 14.08			
Difference 0.6%		Difference 5.0%			

Commentary and Actions

At the Connemara Coast Hotel, we are committed to providing equal opportunities for all employees. Our Gender Pay Gap Report shows a mean hourly pay gap of 1.9% and a median hourly pay gap of 0.6%, indicating a strong level of gender balance across the hotel workforce. Female employees represent 53.5% of our workforce, while male employees represent 46.5%.

The report shows a slightly higher proportion of female employees within the lower pay quartile and a slightly higher proportion of male employees within the upper pay quartile. This is the main factor contributing to the small overall gender pay gap and reflects the distribution of employees across departments and positions within the hotel.

A small difference was also identified in relation to bonus remuneration, with 3.6% of male employees and 2.9% of female employees receiving a bonus during the reporting period. Bonus payments are linked to specific management and senior operational positions, and the difference reflects the gender distribution within those roles during the reporting period. The mean bonus pay gap was 6.6%, while the median bonus pay gap was 0%.

The report also identified a gender pay gap among part-time employees. This is influenced by the mix of part-time roles across the business and the distribution of employees within those positions during the reporting period.

While the results demonstrate a strong level of gender balance across the organisation, the Connemara Coast Hotel remains committed to promoting equality of opportunity for all employees. We will continue to ensure that recruitment, promotion and pay decisions are based on objective and transparent criteria, encourage participation in training and development opportunities across all departments, support employees seeking progression into supervisory and management positions, monitor workforce representation across pay quartiles and management levels, review Gender Pay Gap data annually to identify any emerging trends, and continue to promote an inclusive workplace where all employees have equal opportunities to develop and progress their careers.

Overall, the results indicate that the Connemara Coast Hotel maintains a balanced workforce with a low gender pay gap and remains committed to ensuring all employees have equal opportunities to develop and progress within the business.