

# Gender Pay Gap 2024 – Ireland

## Overview and Context

Leonardo Hotels UK & Ireland is part of the Fattal Hotel Group, one of the leading and fastest-growing hotel chains in Europe, with over 290 hotels in 134 destinations. Leonardo Hotels UK & Ireland manages 57 hotels across 36 locations.

For the purposes of this report, Leonardo Hotels used the 30<sup>th</sup> Jun 2024 as the snapshot period to measure data against. At this point in time, the Company had 388 active employees in Ireland that had received payment within the 12 months up to the snapshot period.

Our management team is spread across both the UK and Ireland, meaning that any Country-specific data (such as Gender Pay data) is necessarily only reflective of those employees that reside in that particular territory. Whilst many of our heads of functions sit on our Irish Payroll, the data does not include other key figures in our business including a number of female senior leaders, who are instead included in our UK Gender Pay Gap data.

The snapshot reporting period covers 01/07/2023 – 30/06/2024.

## Gender Splits

The total gender split across the Irish part of the business is Male 42.5% / 57.5% Female. Split into pay quartiles, the splits are as shown in the table below:

	Male %	Female %
Quartile 1 (Highest Paid)	48.5%	51.5%
Quartile 2	41.2%	58.8%
Quartile 3	43.3%	56.7%
Quartile 4 (Lowest Paid)	37.1%	62.9%

For the most part, the quartiles measure similarly against the total gender split. We can see that male representation in quartile 1 is slightly higher against the overall average, suggesting that male employees are marginally more likely to hold supervisory or management positions as a proportion of their total population. However, female representation in the top quartile remains very positive and shows the Company's commitment to hire and promote women to top roles in the business.

- Each quartile is the measurement of the genders of 97 employees.
- The business has a fairly flat pay structure due to the nature of the industry, and as such many employees earn broadly similar wages. The top quartile therefore holds data mainly for employees at supervisory level and above, whilst the other 3 quartiles contains only minor differences in pay levels.

## Pay Gaps

### Hourly Pay

The mean and median pay differences for hourly pay can be found below:

	Gap 2023	Gap 2024	Difference
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Average	12.9%	11.2%	-1.7%
Median	2.0%	1.1%	-0.9%

In comparison to the previous year, there has been a small adjustment in the pay gap averages, with average falling by 1.7%, and median decreasing by 0.9%. Overall, we consider the results to be positive, whilst acknowledging that a gap still exists, especially within average pay.

#### Bonus Pay

	% of Total 2023	% of Total 2024	Difference
Male	20.3%	26.1%	+5.8%
Female	22.1%	23.3%	+1.2%

For the purposes of the report, bonuses have been identified as any payment made based on performance, any cashed in points from the internal reward system where employees can cash in points for pay, along with any payments for recommending an employee to work for the business.

The mean and median pay differences for bonuses paid can be found below:

	Gap 2023	Gap 2024	Difference
Average	59.4%	41.8%	-17.6%
Median	2.4%	-94.3%	-96.7%

In comparison to 2023 our average has decreased significantly by 17.6%. Our median has fluctuated a large amount – at this mid-point in the scale, most bonus amounts are made up primarily from either payments from our internal reward system being cashed in through payroll, or through employee referrals, the amounts of which can vary based on the type of referral. The company facilitates such bonus payments, but does not base such awards on employee performance alone. Data may also be skewed somewhat due to the option of redeeming vouchers or paid time off, rather than pay, from our internal rewards system which fall outside of the scope of the gender pay calculation rules.

Bonus payments made outside of such payments are performance based and paid at the discretion of the business. Like for like roles are measured by the same KPI's, and offer the same earnings potential for each employee in that role. Some roles in the business are standalone and have no other internal comparator to measure bonus potential against, and will therefore be matched to market expectations where reasonable. The aforementioned circumstantial and time bound specific items (e.g. employee referrals) are available to all employees, and payment levels for these types are guided by written policies.

#### Part Time Hourly Pay

The mean and median pay differences for hourly pay for part time employees can be found below:

	Gap 2023	Gap 2023	Difference
Average	-5.6%	-6.8%	+1.2%
Median	0.2%	0.4%	+0.2%

In total, 201 employees are classed as part time, with 117 of this group female – 58.2% of the group. This percentage split sits in line with our total headcount for the snapshot period.

Part time employees include any employees on part time contracts, along with any employees hired on a flexible or casual basis, as all employees in this group are contractually guaranteed at least 5 hours of work per week.

The median difference is close to zero, suggesting that employees working part time have the same opportunities as one another and the same ability to avail of flexible working. The average difference sits in marginally in favour of female employees.

#### Temporary Hourly Pay

As at the snapshot date, the Company had no employees on temporary or fixed term contracts in Ireland – as such, no data is able to be produced.

#### Benefits in Kind

Our employee percentages for those receiving benefits in kind are noted below:

	<b>% of Total</b>
Male	1.2%
Female	1.3%

#### **Business Plans to Reduce Pay Gaps**

Leonardo Hotels is committed to ensuring that opportunities for promotion and growth are available to all employees across the business, regardless of gender.

We offer numerous training programmes at all levels across the business, from improving basic skills for specific roles in our main departments across the business, to graduate and management programmes that support bringing up our next generation of managers that may go on to run our hotels and functions in the future. These programmes are advertised both internally through our communication channels, and also advertised externally on our careers site and on job adverts to attract suitable candidates. The programmes are available to all employees from all backgrounds.

We offer flexible working opportunities to employees above and beyond the current legislative eligibility requirements, and have a number of senior employees availing of this.

We continually review our salaries for employees in similar roles to ensure that there is fairness in how we pay our employees, regardless of gender. Salaries are also measured against external benchmarks to ensure we are competitive.

Last year, we published our Diversity, Equity and Inclusion (“DEI”) policy to compliment our DEI charter, and have targeted actions to ensure equal opportunities at every step of an employees’ career, from using gender-neutral language in job adverts to equal access to promotion and training opportunities.