

## Gender Pay Gap 2024

The Hodson Bay Group is reporting on its Gender pay gap for the first time in line with the Gender Pay Gap Information Act 2021. The Hodson Bay Group is an Irish family-owned business comprising of three luxury hotels: Hodson Bay Hotel on the shores of Lough Ree, Sheraton Athlone Hotel in the heart of Athlone and Galway Bay Hotel on the Wild Atlantic Way. Hodson Bay Group has established a foundation for success rooted in a core culture of respect: Respect for our Customers, Respect for our Colleagues & People, and Respect for our Community. Gender Pay Gap reporting falls within our core culture of Respect: Respect for our Colleagues and People. We operate as an equal opportunity employer and are committed to equality for all our People. The Hodson Bay Group is proud to be certified as a Great Place to Work and has recently been award the Silver level Investors in Diversity.

The Board of Directors are committed to reducing the gender pay gap by continually looking at ways we can improve. We aim to always find the best person for every job, to support and develop our people to ensure everyone has the best chance to succeed and to fairly and equitably acknowledge and reward everyone's efforts.

### What is Gender Pay Gap

The Gender Pay Gap Information Act 2021 (the "Act") was signed into law on 13 July 2021. The Act amends the Employment Equality Acts 1998 to 2015 in the form of the Employment Equality Act 1998 (Section 20A) (Gender Pay Gap Information) Regulations 2022 (the "Regulations"). The Gender Pay Gap Information Act 2021 requires organisations to report on their hourly gender pay gap across a range of metrics. The following data has been calculated based on the Regulations. The Regulations can be accessed at the following link: [pdf \(irishstatutebook.ie\)](http://irishstatutebook.ie)

The Gender pay gap is the difference in the average hourly wage of men and women across a workforce, expressed as a percentage of the average male earnings. It compares the pay of all working men and all working women. Not just those in same jobs, with the same working patterns or the same competencies, qualifications or experience.

### Hodson Bay Group's Gender Pay Gap as at 30 June 2024

Gender Pay Gap Metrics	
Mean Gender Pay Gap	5%
Median Gender Pay Gap	0%
Mean Gender Pay Gap – temporary & part time employees	-1%
Median Gender Pay Gap - part time employees	0%
Mean Gender Bonus Gap	44%
Median Gender Bonus Gap	41%
% of female employees receiving a bonus	11%
% of male employees receiving a bonus	11%
% of female employees receiving BIK	0%
% of male employees receiving BIK	0%



Roscommon Road, Athlone.  
Tel: +353 (0) 90 64 42000  
hodsonbayhotel.com



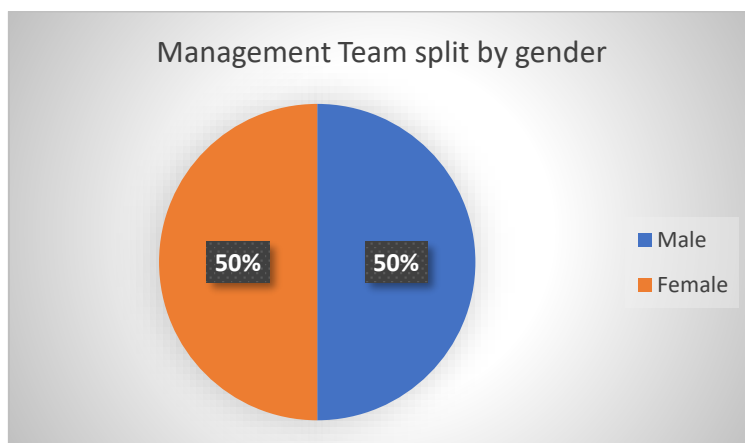
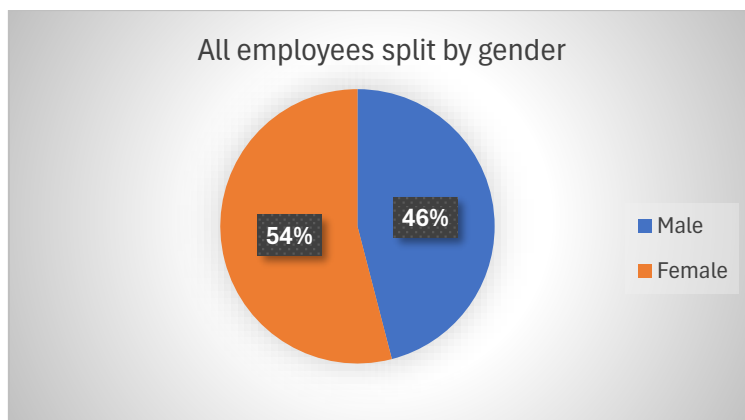
Dean St, The Liberties, Dublin 8.  
Tel: +353 (0) 1 708 1900  
hyattcentricdublin.com



The Promenade, Galway.  
Tel: +353 (0) 91 520 520  
galwaybayhotel.com



Gleeson Street, Athlone.  
Tel: +353 (0) 90 64 51000  
sheratonathlonehotel.com



**Pay Quartiles for the Group based on Irish Regulations**

(Timeframe: July 1st 2023 – 30<sup>th</sup> June 2024)

Proportion of male and female employees in each pay quartile	Male	Female
Lower	46%	54%
Lower Middle	48%	52%
Upper Middle	44%	56%
Upper	50%	50%

Quartile pay bands are calculated by splitting all employees into four even groups according to their level of pay.



## Outlook

The Hodson Bay Group are committed to continue with best practice recruitment procedures whereby gender is not a factor and ensuring our processes continue to promote equality and inclusion. The Hodson Bay Group will continue to monitor the gender pay gap to ensure that we maintain a zero to low gender pay gap.



Roscommon Road, Athlone.  
Tel: +353 (0) 90 64 42000  
hodsonbayhotel.com



Dean St, The Liberties, Dublin 8.  
Tel: +353 (0) 1 708 1900  
hyattcentricdublin.com



The Promenade, Galway.  
Tel: +353 (0) 91 520 520  
galwaybayhotel.com



Gleeson Street, Athlone.  
Tel: +353 (0) 90 64 51000  
sheratonathlonehotel.com