HODSON
BAY GROUP

2025 GENDER PAY GAP

Hodson Bay Hotel

Galway Bay Hotel

Sheraton Athlone Hotel

Company Name: Inland Properties Ltd.
Company Registration No: 167858

ABOUT US

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. We operate as an equal opportunity employer and are committed to equality for all our People. Our guiding core values Honesty, Passion, Flexibility, Excellence, and Fun shape our daily work and create a positive, engaging environment.

WHAT WE STAND FOR

- **Respect at the Core:** We respect our colleagues, our customers, our communities, and our environment.
- **Guiding Values:** Honesty, passion, flexibility, excellence, and fun shape how we work every day.
- **Sustainability:** Through initiatives like A Greener Stay, A Greater Tomorrow, we empower staff and guests to make choices that protect our planet.

2025 ACHIEVEMENTS

In 2025, Hodson Bay Group was ranked 12th overall in the "Super Large Category" (organisations with 500+ employees) at the Great Place to Work Ireland Awards.
This recognition is based on independent employee feedback collected through anonymous surveys, highlighting trust, workplace culture, and employee satisfaction. Also in 2025, Great Place to Work® also announced Hodson Bay Group as one of the Best Workplaces for Women™ in 2025.
The Hodson Bay Group was also honoured with the Investors in Diversity Silver Accreditation in 2025. This achievement reflects our ongoing journey to champion diversity, inclusion, and equality — values that are at the heart of everything we do.

ABOUT THE REPORT

This marks our second year of publishing a Gender Pay Gap Report. We selected 29-06-2025 as the snapshot date to compile and analyse our data. The figures are based on our total employee headcount on that date and remuneration across the preceding 12 months. In total, 829 employees are included, representing all positions from operative level through to senior management. Of these, 443 are female and 386 are male.

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)

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.

GENDER PAY GAP VS. EQUAL PAY

It is important to distinguish between Equal Pay and the Gender Pay Gap. Equal Pay refers to men and women being paid the same for equal work. The Gender Pay Gap is a broader measure, showing the difference in average earnings between men and women across the organisation.

THE DATA

Hodson Bay Group's Gender Pay Gap as of 29th June 2025

Gender Pay Gap Metrics	Jun 2025
Mean Gender Pay Gap	6%
Median Gender Pay Gap	0%
Mean Full Time Pay Gap	12%
Median Full Time Pay Gap	4%
Mean Gender Pay Gap - part time employees	-1%
Median Gender Pay Gap - part time employees	0%
Mean Gender Bonus Gap	53%
Median Gender Bonus Gap	53%
% of female employees receiving a bonus	17%
% of male employees receiving a bonus	15%
% of female employees receiving BIK	0%
% of male employees receiving BIK	1%

UNDERSTANDING THE CALCULATIONS

Mean Gender Pay Gap
The average hourly pay difference between men and women.

Median Gender Pay Gap
The middle value of hourly pay when all employees are ranked.

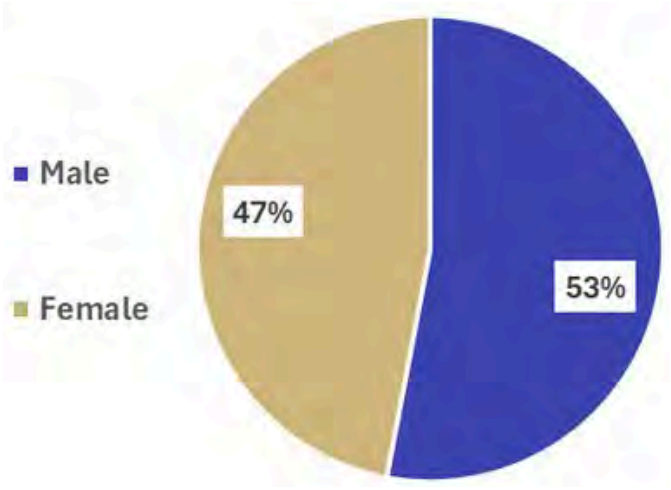
Bonus Pay Gap
Mean and median differences in bonus payments between men and women.

Proportion Receiving Bonuses
Percentage of male vs female employees who received a bonus.

Proportion Receiving Benefits-in-Kind
Percentage of male vs female employees receiving non-cash benefits (e.g., company car, health insurance).

Pay Quartiles
The proportion of men and women in each pay quartile (lower, lower-middle, upper-middle, upper). This shows representation across pay bands.

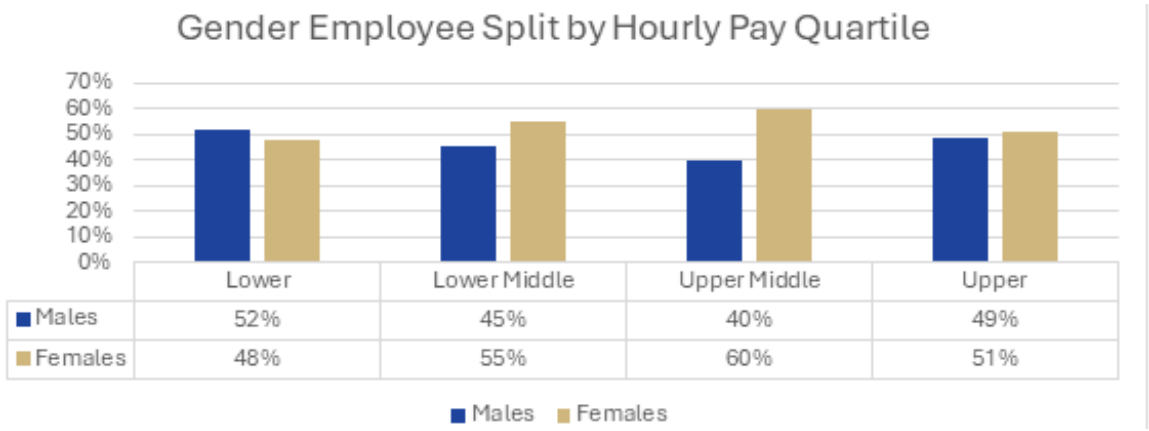
GENDER BREAKDOWN FOR REPORTING PERIOD



PAY QUARTILES FOR HODSON BAY GROUP

Timeframe: July 1st 2024 - June 29th 2025

Proportion of Men and Women in each quartile



	Lower	Lower Middle	Upper Middle	Upper
Males	52%	45%	40%	49%
Females	48%	55%	60%	51%

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

REASONS FOR OUR GENDER PAY GAP

The mean gender pay gap stands at 6%. This outcome reflects the composition of our workforce and the fact that hourly rates and employment conditions are broadly consistent across most of our roles. Our pay structures excluding supervisory / management roles are aligned with the National Minimum Wage, contributing to the low overall gap.

To support our gender pay gap analysis, we examined the distribution of male and female employees across four hourly pay quartiles. This breakdown provides insight into how gender is represented at different pay levels within our organisation.

Quartile 1 (Lowest Pay): 52% of employees are male and 48% are female. This indicates a slightly higher proportion of men in the lowest-paid roles.

Quartile 2: 45% male and 55% female. Female representation begins to increase in this quartile.

Quartile 3: 40% male and 60% female. Women are the majority in mid-range pay roles, suggesting strong representation at this level.

Quartile 4 (Highest Pay): 49% male and 51% female. Gender representation is nearly equal in the highest-paid roles, reflecting balanced access to senior or higher-paying positions.

MEASURES TO REDUCE OUR GENDER PAY GAP

We are committed to fostering a workplace culture rooted in fairness, inclusion, and opportunity. As part of our ongoing efforts to reduce the gender pay gap and enhance diversity, equity, and inclusion (DE&I), we have implemented a series of strategic measures. These initiatives support our current accreditation and lay the foundation for achieving Gold status under the Investors in Diversity framework.

DIVERSITY, EQUALITY & INCLUSION MEASURES

Inclusive Leadership & Training

- Structured DE&I training for supervisors and managers, focusing on inclusive leadership, unconscious bias, and equitable decision-making.

Employability & Workforce Access

- Continued support for work placements through partnerships with employability providers to remove barriers to entry and support underrepresented groups.

Workforce Monitoring & Feedback

- Quarterly review of the organisation's diversity profile across gender, age, and other dimensions.
- Annual employee engagement survey to measure the effectiveness of DE&I actions and gather feedback from our team.

RECRUITMENT MEASURES

Transparent & Inclusive Hiring

- Weekly notification of all available roles shared across the group to ensure equal access to opportunities.
- Gender-neutral language used in all job advertisements to promote inclusivity.
- Structured interviews applied consistently for all recruitment and internal promotions.
- Where possible, diverse selection panels are assembled for management-level interviews to ensure balanced perspectives.

FLEXIBLE WORK PRACTICES

Ongoing review of flexible working options by role to support work-life balance and accommodate diverse needs.

TEAM DEVELOPMENT & SUCCESSION PLANNING

Continuous Learning Culture
We provide structured training and development opportunities across all levels of the organisation.

Leadership & Supervisory Development Programmes
Dedicated programmes ensure managers and supervisors are equipped to lead inclusively and support diverse teams.

Introduction of Employer Branding Videos
Showcasing employee career journeys to highlight progression opportunities and encourage others to aspire to senior positions within the organisation

Career Development Visibility
Promoting internal success stories to inspire confidence in progression pathways and support balanced representation at leadership levels

CONCLUSION

The Hodson Bay Group 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 By living our values of honesty, passion, flexibility, excellence, and fun, we will continue to foster a culture of respect and inclusivity — ensuring that our people remain at the heart of our success.

While our gender pay gap is low, we recognise the importance of ongoing action to support balanced representation and career progression for all employees.

HODSON
BAY GROUP

Hodson Bay Group
Roscommon Road,
Athlone.
N37 XR82

090 644 2000