

GENDER PAY GAP REPORT 2025

The
FOTA | *Collection*



THE
KINGSLEY



FOTA ISLAND
RESORT





Fota Collection Gender Pay Report 2025

At the Fota Collection, which includes both **Fota Island Resort** and **The Kingsley Hotel**, we firmly believe that our people are our greatest asset. We are dedicated to fostering a workplace culture that values and embraces diversity across all levels of our organisation.

This report outlines the **Gender Pay Gap metrics for 2025**, representing the combined data for both properties within our collection. While this analysis fulfils current legislative requirements, we share these figures not just for compliance, but because we are committed to **transparency** and to demonstrating our genuine commitment to being an **equal opportunities employer**.

We strive to identify and appoint the best candidate for every role, support and develop our team members, and ensure that everyone is given a fair and equal opportunity to succeed. We are equally committed to recognising and rewarding the contributions of every individual across our team.

Charlie Dineen
Human Resource Director

The reporting date for this report was from June 09th,
2024 to June 09th 2025



Gender Pay Report 2025 – Our Results Mean & Median Pay Gaps

References

The gender pay gap represents the percentage difference in average earnings between men and women, expressed as a proportion of men's pay.

The median gender pay gap compares the median hourly pay of men and women. This is calculated by identifying the midpoint in the pay range for each gender, essentially, the pay of the person who falls exactly in the middle when all employees are ranked from lowest to highest earners. The gap is the difference between these two midpoints.

The mean gender pay gap reflects the difference in the average hourly earnings of men and women. To calculate it, the total hourly pay for all female employees is divided by the number of female employees, and the same is done for male employees. The gap is the difference between these two averages.

Mean hourly pay gap (all employees)	9.22%
Median hourly pay gap (all employees)	2.51%
Mean bonus remuneration pay gap	31.39%
Median bonus remuneration pay gap	0%



Gender Pay Report 2025 – Our Results

Pay Bands

Hourly Pay Quartiles	Male	Female
Upper	45.40%	54.60%
Upper Middle	49.69%	50.31%
Lower Middle	44.79%	55.21%
Lower	62.20%	37.80%

Benefits in Kind & Bonuses

% of each gender who received benefits in kind	
Male	5.45%
Female	4.64%
Percentage of each gender who received paid bonuses	
Male	71.64%
Female	69.79%

Quartile pay bands are determined by dividing all full-time employees into four equal groups based on their pay levels.



Gender Pay Report 2025 - Our Results

The mean gender pay gap is 9.93%, primarily due to a higher representation of females in frontline roles and a larger presence of males in senior management positions.

This marks a reduction from the 0.71% gap reported last year, indicating continued movement toward closing the pay disparity.

Ireland's latest national gender pay gap is 9.6%, which remains below the European Union average of 12.7%.