

GODOLPHIN IRELAND

GENDER PAY GAP REPORT 2023

Methodology

The pay data is from the Company's payroll records as of July 1st, 2023. The exception to that is the bonus data – as the bonus is paid in December the calculations for that section are based on December 2023.

There are 26 employees on monthly payroll (a combination of management and administration personnel) and 185 employees who are paid weekly or fortnightly. Some of the employees on the monthly payroll are paid salaries which incorporate overtime/ weekend/Sunday supplement. The hourly rate for employees in that category takes that into account. The basic hourly rate for employees on weekly and fortnightly pay is what is used for the calculations.

The gender breakdown is 71% male and 29% female.

Conclusions

The mean hourly remuneration for female employees is €1.07 below that of male employees (€20.02 v. €21.09).

The median hourly remuneration for female employees is €1.24 above that of male employees (€17.50 v. €16.26).

The mean bonus remuneration for female employees is €373.16 below that of male employees.

The median bonus remuneration for female employees is €99.37 below that of male employees.

There are low numbers of part-time and contract employees so it makes comparisons less definitive.

The company's senior management team (primarily those on monthly salaries) has 16 members with 12 male employees and 4 female. As this category of employee has the highest salary level (and bonus payment, which is based on salary level) this has the greatest impact on both the mean and median remuneration gap between male and female employees. This is confirmed when the employees are grouped by pay quartile. Those in the 2nd, 3rd and 4th quartile have the same median pay level for both male and female employees. The company is aware that it needs to encourage a more gender balanced composition of its senior management team.

Mean hourly remuneration gap

Overall mean hourly remuneration:	€20.11
Male mean hourly remuneration:	€21.09
Female mean hourly remuneration:	€20.02

Median hourly remuneration gap

Overall median hourly remuneration:	€16.26
Male median hourly remuneration:	€16.26
Female median hourly remuneration:	€17.50

Mean bonus remuneration gap

Overall mean bonus:	€3,168.11
Male mean bonus:	€3,276.50
Female mean bonus:	€2,903.34

Median bonus remuneration gap

Overall median bonus:	€2,691.44
Male median bonus:	€2,736.40
Female median bonus:	€2,637.03

Mean hourly remuneration gap of part-time employees

Mean hourly remuneration part-time male employees:	€11.87
Mean hourly remuneration part-time female employees:	€25.50

Median hourly remuneration gap of part-time employees

Median hourly remuneration part-time male employees:	€11.87
Median hourly remuneration part-time female employees:	€22.66

Mean hourly remuneration gap of temporary contract employees

Mean hourly pay for temporary contract employees: €14.63

Mean hourly pay for male temporary contract employees: €14.62

Mean hourly pay for female temporary contract employees: €14.62

Median hourly remuneration gap of temporary contract employees

Median hourly pay for temporary contract employees: €14.70

Median hourly pay for male temporary contract employees: €14.70

Median hourly pay for female temporary contract employees: €14.55

% of male/female employees who were paid a bonus

Male	100%
Female	100%

% of male/female employees who received benefits in kind

Male	89.1%
Female	85.4%

% of males and females by pay quartile

Quartile	Total	Median Pay	Male	Male Median	Male %	Female	Female Median	Female %
1	55	€24.45	33	€29.24	60%	22	€24.45	40%
2	55	€17.50	33	€17.50	60%	12	€17.50	40%
3	55	€15.83	42	€15.83	76%	13	€15.83	24%
4	56	€15.28	38	€15.28	68%	18	€15.28	32%