

MOUNT JULIET ESTATE

GENDER PAY GAP REPORT 2022



Introduction from Mark Dunne, General Manager

In line with Mount Juliet Estate's People First Strategy, I am pleased to have the opportunity to share our first Gender Pay Gap report for 2022.

Mount Juliet Estate takes great pride in our diverse and international team, with employees coming from more than 20 countries. Interestingly, our overall workforce is almost exactly equal in terms of male and female colleagues, while some team members have chosen not to identify.

In our recent Employee Satisfaction Survey, conducted by Great Place to Work Ireland, an encouraging 75% of our employees answered favourably when asked if:

"People here are treated fairly regardless of their gender."



The Diversity and Inclusion section of the survey received the highest number of positive comments, demonstrating our commitment to creating a positive working environment for all. I sincerely believe we are on the right path in bringing hospitality back as an exciting and rewarding career path where everyone can reach their potential on a fair and equal playing field.

Our report reveals there is a Gender Pay Gap of 9% in our organisation. On average, women are paid 9% less than men, which is below Ireland's most recent number of 11.3%. Our aim is to close this gap and achieve equality.

Our Gender Pay Gap Report has identified that, in certain quartiles and contract categories, women earn more than men, and women earn more than men on average. The biggest shortfall, however, is in the Executive Leadership grade, where women are represented less. In the Quartile breakdown, the Gender Pay Gap becomes apparent at senior levels of the organisation - with Q4 consisting of 64% males.

We have already started addressing this issue by actively investing in our colleagues at the Supervisory level and by promoting many of our female colleagues from within while providing training and support to ensure their success.

One of the examples of this is our colleague Laura Briscoe, who started in an entry-level position in Reception and Reservations, and over the course of two and a half years, has progressed to the position of Revenue and Reservations Manager, which is a Head of Department Level.

We continue in our commitment to Mount Juliet Estate's mission of nurturing a culture where people come first and creating a well-balanced, fair, and positive workplace for all.

Mark Dunne

General Manager

What is a Gender Pay Gap?

The gender pay gap is the difference in the average hourly wage of men and women across a workforce. It compares the pay of all working men and women, not just those in similar jobs, with similar working patterns or with similar competencies, qualifications or experience.

Gender pay gap reporting is one part of a much-needed wider strategy to address female participation rates and employment gaps between genders. It will not on its own identify or solve the myriad of structural, cultural and policy causes for these differences, but it is a critical and welcome element. (Source: IBEC)

The Gender Pay Gap Information Act 2021 requires organisations to report on their hourly gender pay gap across a range of metrics. Regulations have been published which set out the detail of how these calculations should be made.

Under the 2021 Act, Irish organizations with 250+ employees are obligated to report the following:

- Mean hourly remuneration gap
- Median hourly remuneration gap
- Mean bonus remuneration gap
- Median bonus remuneration gap
- Mean hourly remuneration gap of part-time employees
- Median hourly remuneration gap of part-time employees
- Mean hourly remuneration gap of temporary contract employees
- Median hourly remuneration gap of temporary contract employees
- % of male employees who were paid bonus remuneration & % of female employees who were paid bonus remuneration
- % of male employees who received benefits in kind & % of female employees who received benefits in kind
- Percentage of males and females when divided into four quartiles ordered from lowest to highest pay

- a) Lower remuneration quartile pay band
- b) Lower middle remuneration quartile pay band
- c) Upper middle remuneration quartile pay band
- d) Upper remuneration quartile pay band

- In addition, where any pay gaps are identified, employers must set out the reasons for this and the measures (if any) being taken or proposed to be taken to eliminate or reduce any such pay gaps.

(Source: KPMG Ireland)

Key metrics explained

The Mean Pay Gap

The mean gender pay gap is the difference between women’s mean hourly wage and men’s mean hourly wage. The mean hourly wage is the average hourly wage across the entire organisation.

The Median Pay Gap

The median gender pay gap is the difference between women’s median hourly wage (the middle-paid woman) and men’s median hourly wage (the middle-paid man). The median hourly wage is calculated by ranking all employees from the highest paid to the lowest paid and taking the hourly wage of the person in the middle.

The Quartiles

Pay quartiles are calculated by splitting all employees in an organisation into four even groups according to their level of pay. Looking at the proportion of men and women in each quartile gives an indication of the gender representation at different levels of the organisation.

(Source: KPMG Ireland)

Gender Pay Gap Report

Snapshot Date: 24 - June -22

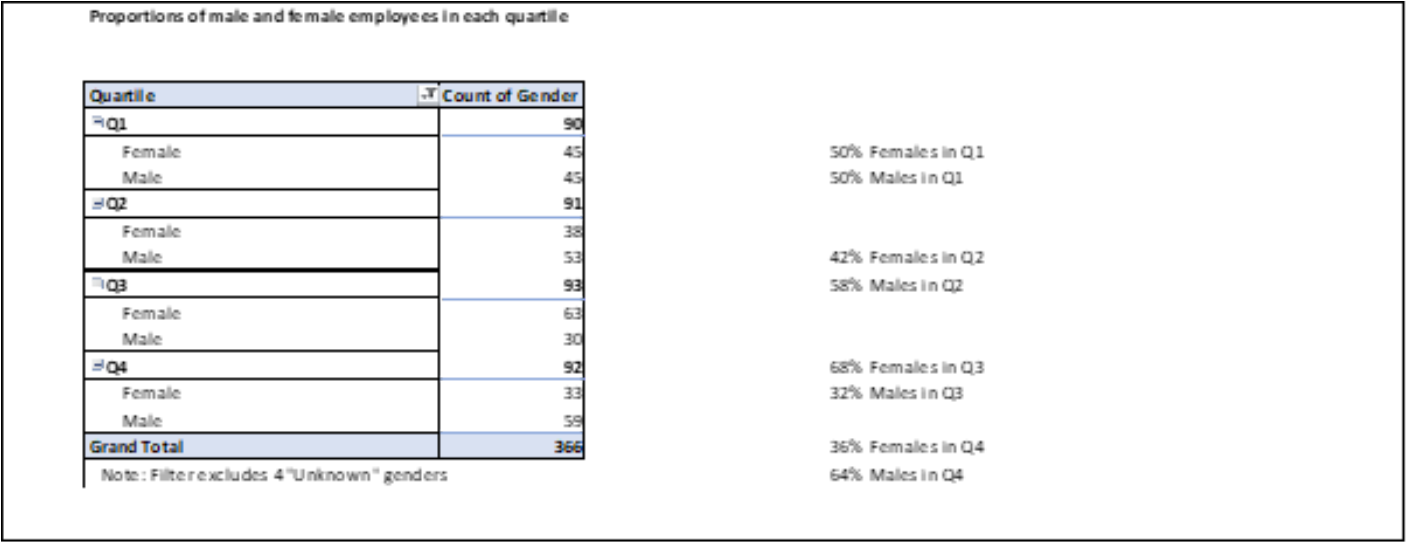
Number of Employees: 370

Full time: 81

Fixed Term: 12

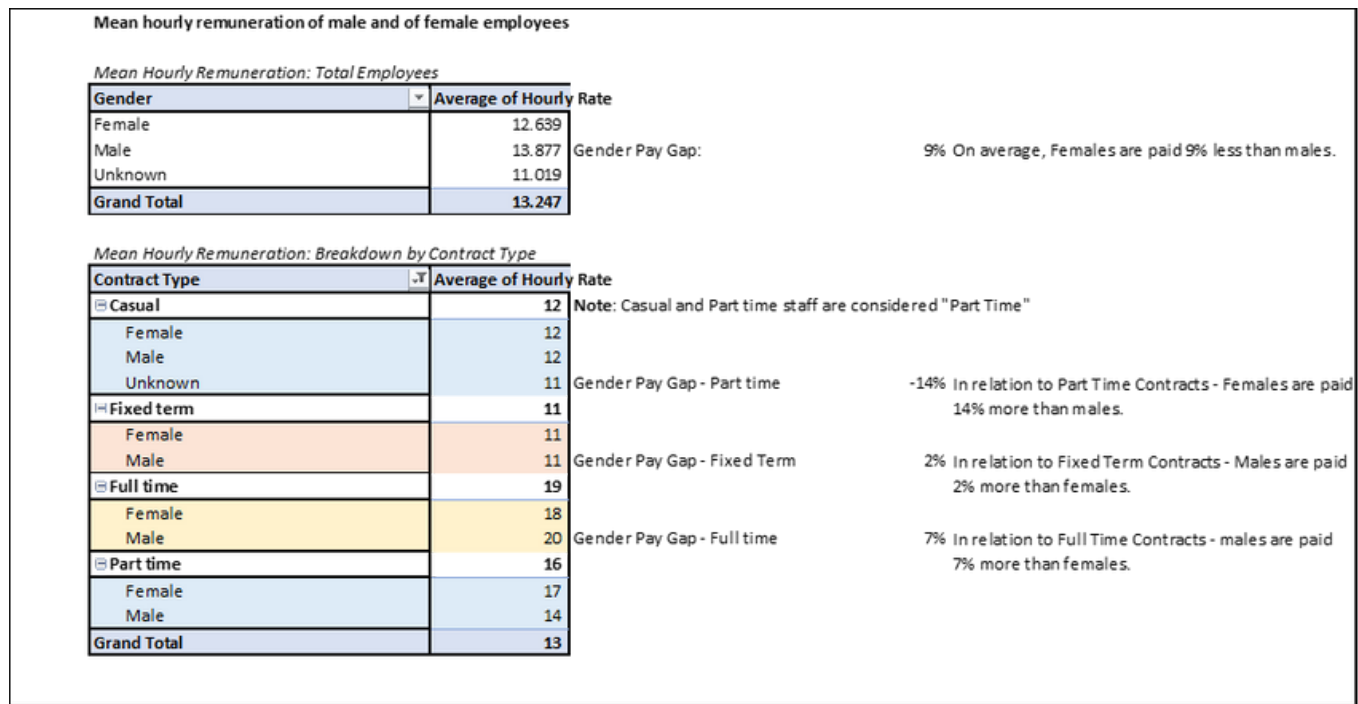
Part-time/Casual: 277

Representation of Male and Female employees across four wage Quartiles

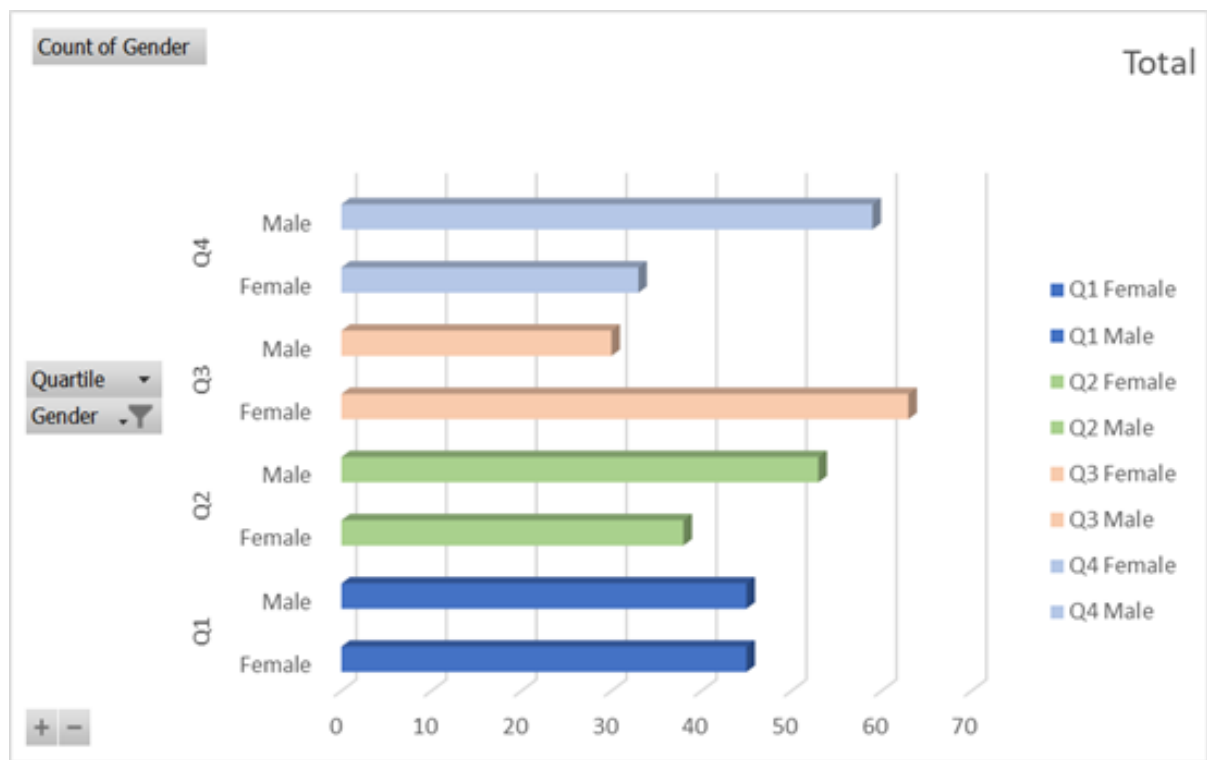


Whereas our overall workforce consists of almost equal representations of genders, and that is most evident at the entry-level. We see that representation of women in the 3rd Quartile is almost 2:1. This quartile is mainly where we can find supervisory and lower management positions. This provides a great talent pool and opportunity for the growth of female supervisors to management and executive levels.

Mean Hourly Remuneration Gap



In terms of contract types, we see that women who work part-time are paid more in part-time roles. This can be explained by the number of women working in Mount Juliet Estate who are in higher-paid positions but require part-time work to be able to suit their family needs. Males, on the other side, are paid more in full-time roles.



Contract Types

Median hourly remuneration of male and of female employees			
<i>Overall:</i>			
Median Hourly Wage: All Employees	11.94		
Median Hourly Wage: Male	11.71	Gender Pay Gap:	-3%
Median Hourly Wage: Female	12.02		
<i>Part time & Casual Employees:</i>			
Median Hourly Wage: All Employees	11.64		
Median Hourly Wage: Male	11.38	Gender Pay Gap:	-5%
Median Hourly Wage: Female	11.95		
<i>Temporary Contracts:</i>			
Median Hourly Wage: All Employees	10.83		
Median Hourly Wage: Male	11.00	Gender Pay Gap:	3%
Median Hourly Wage: Female	10.64		
<i>Full Time Contracts:</i>			
Median Hourly Wage: All Employees	15.97		
Median Hourly Wage: Male	16.21	Gender Pay Gap:	3% In respect to Full time contracts, men are paid 3% more.
Median Hourly Wage: Female	15.69		

While the overall Gender Pay Gap is 9%, we note that the median pay is skewed the opposite way - with women receiving 3% more than their male counterparts.

Bonuses and Benefits in Kind (BIK)

The executive committee and Senior Leadership grades consist of fourteen directors and managers, including the General manager. Our report shows that 2% of women receive bonuses as compared to 4% of men who receive bonuses. On average, females receive 57% of the bonus that males receive, and median bonus remuneration shows 31% in favour of males. These are mainly strategic positions that generally are entitled to annual bonuses related to overall financial results and individual objectives, and it is at this, Executive level where we see fewer women represented. 2021 bonuses were awarded based on six months period of the Estate's operation due to COVID-19.

Addressing the Gender Pay Gap – The way forward

As part of our strategy, we continue with our three-way focus:

1. Awareness
2. Growth from within
3. Work-life balance

Awareness:

Diversity and Inclusion have become a part of our mandatory onboarding training. Our current training provider Typsy has developed a course on Diversity, Equity, and Inclusion that all the employees need to go through and consists of these modules.

- The best way to understand equity and inclusion and how to develop your awareness of diversity issues
- How management can make positive changes to achieve diversity, equity, and inclusion at work
- The far-reaching benefits of diversity in the workplace
- What unconscious bias is, where it comes from, and how it can affect ourselves and others
- How to identify and change your personal biases
- How to identify the personal biases of others and how to deal with them
- How to lead with inclusivity

Addressing the Gender Pay Gap – The way forward

We are determined to give equal opportunities to our female colleagues. Examples such as recently announced below:

Annmarie Fenlon, promoted to Operations Manager, Hunter's Yard.

We're very happy to announce the promotion of Annmarie Fenlon to the position of Operations Manager at Hunter's Yard.

Annmarie started in Mount Juliet in March 2011 as an F&B Assistant, and she soon progressed to the role of Trainee Manager. Annmarie's hard work and dedication brought her to the position of the F&B Operations Manager and now the position of Operations Manager in Hunter's Yard. Annmarie will continue to work on strengthening the performance of the F&B team in Hunter's Yard, as well as supporting the entire operations aiming to secure consistently exceptional service and brand experience.



Laura Briscoe, promoted to Reservations and Revenue Manager.

Laura joined Mount Juliet Estate in February 2018 and, by 2019, was promoted to the position of Assistant Front Office manager. Laura took on the leadership of the Front Office teams in 2020 as Acting Front Office Manager and was confirmed into the role in late July this year. We are excited for Laura, who will now be focusing on the leadership and performance of the Reservations Department and reporting to Edel Nolan.



Agata Korytkowska, promoted to Accommodation Manager.

Agata joined Team Mount Juliet Estate in July 2013 and progressed her career to a position as an Accommodation Supervisor. Agata successfully supported the challenging operations during the Covid-19 pandemic together with the accommodation team. Agata was promoted to the position of Assistant Accommodation Manager earlier this year. We are excited to announce Agata's promotion to the position of Accommodation Manager and wish her all the best in her role.



Mary Liam Pinto, promoted to Assistant Human Resources Manager

Mary joined HR Team at Mount Juliet Estate in early May this year as Human Resources Administrator. Mary joins us from M/S Buildwell Corporation, Goa from the position of Assistant Human Resources and Admin Manager. Mary is a graduate of the University of Goa and holds an MBA in Human Resources. Mary has worked very hard over the past months to elevate the overall employee experience and improve HR and Admin Processes.

In her new position, Mary will continue to support the Human resources department in all aspects, and we are excited to see her progress further with Mount Juliet Estate.



Mairead McGuire, promoted to Assistant Accommodation Manager.

Mairead joined Mount Juliet Estate in April 2013 as an accommodation assistant. She then progressed to a supervisor in 2020. Mairead has shown great effort and initiative in the Accommodation department and was promoted to the position of Assistant Accommodation Manager at the start of May. Please join me in congratulation Mairead on her promotion.



(Source: Internation Digital Newsletter Ailkimi)

Work-life balance

One of the feedback items from our engagement survey was that the work-life balance could improve in the organisation. We believe Mount Juliet Estate is no exception in the hospitality industry. We will work over the course of 2023 to think of different and creative ways where we can make positive changes to all demographic categories.