



Gender Pay Gap Report

July 2026

Mount Charles Ireland is committed to fostering an environment where everyone is treated equally, regardless of their sex, religion, beliefs or background. This commitment to equality is closely linked to our core values:

Do the Right Thing:

Upholding integrity and ethical behavior in all actions and decisions.

Have Fun:

Embracing a positive and enjoyable work environment.

Grow Together:

Encouraging personal and professional growth within the organization.

Take Pride in What You Do:

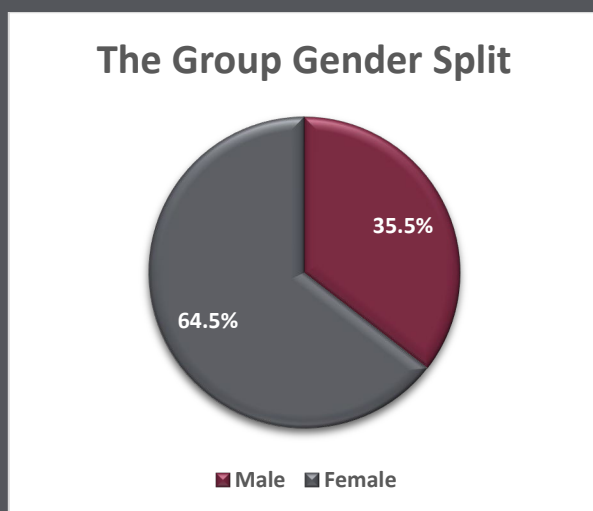
Valuing and recognising the contributions of each team member.

Acting with integrity includes being transparent about how we support and treat our employees. As part of this commitment, we are proud to present our second annual Gender Pay Gap report. Through this report, we aim to evaluate the gender diversity within our workforce and identify areas where we can continue to improve.

Our results are based on our employee data on a snapshot date of 28th June 2026. Therefore, the reference period for all of our pay data is from 29th June 2025 to 30th June 2026. All employees, including those absent from work for reasons such as long-term sickness absence, are included in the report.

What our data says about us

There was a total of **172** employees on 30th June 2025, made up of **111 females** and **61 males**.



The Mount Charles Group is an equal opportunities employer, and our equality statement is visible on all of our job adverts. We are committed to equality of opportunity and recruitment and selection based on merit.

Mean and median pay gaps

The mean pay gap is the difference between the average pay rate for males and the average pay rate for females.

The median pay gap is the difference in pay between the middle-placed male and the middle place female.

Pay Gap for All Staff

Mean Pay Gap	Median Pay Gap
1.9%	2.36%

At 1.90%, the gap is now approaching near-parity (males earn only 1.9% more on average)

The "typical" male employee now earns 2.36% more than the "typical" female

Pay Gap for Part Time Staff

Mean Pay	Median Pay
1.61%	1.50%

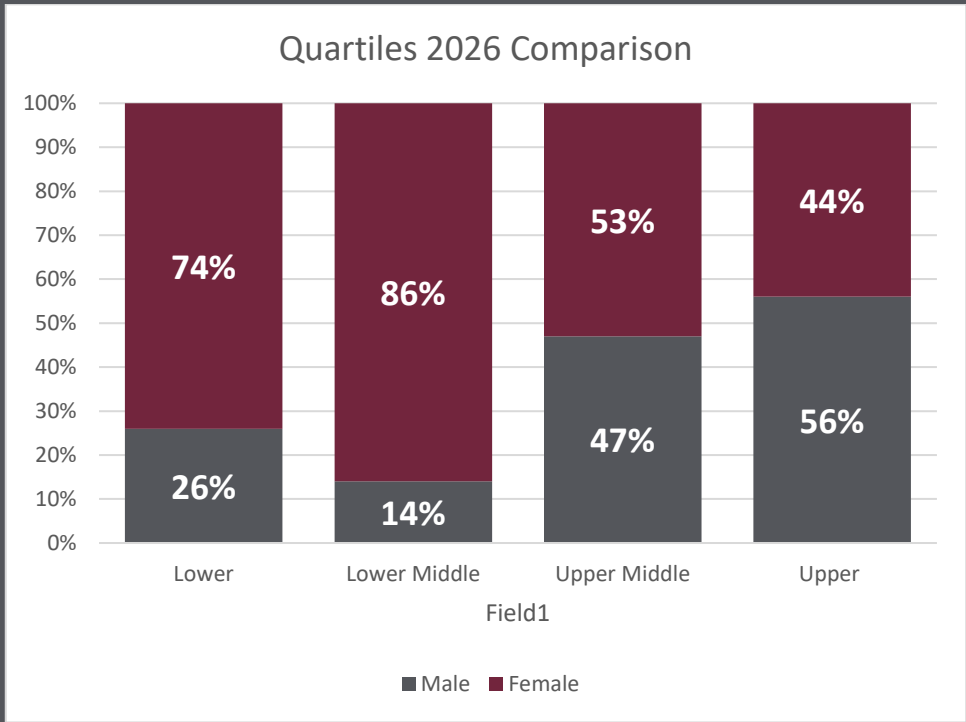
Both the mean (1.61%) and median (1.50%) gaps for part-time employees are relatively low, indicating near pay parity between male and female part-time workers

Mean and median pay gaps

At Mount Charles Ireland, we are satisfied that males and females are paid equally for doing equivalent roles across the organisation. We have a Pay and Benefit matrix that grades all staff at all levels, and the same scale is used for both male and female employees across catering, cleaning at frontline level is in line with the JLC Agreement in this sector. The salary point is determined by the national minimum wage and the annual JLC agreement. In terms of salaried employees, this is determined by our pay grading system, and this is managed in terms of an annual market value exercise, level span of control within their workstream, experience and qualifications at onboarding stage (effectively desirable ranges).

QUARTILES

The use of quartiles (dividing the data into four equally sized groups based on hourly pay) allows us to review the distribution of male and female employees across pay ranges.



The data for the lower and lower middles is representative of the demographics aligned to the soft facilities side of the business (cleaning) as there has been a predominant shift with 81% of our employees in this sample assigned to cleaning roles. SOLAS Skills and Labour Market Research Unit (SLMRU) analysis of CSO Labour Force Survey (LFS) data for 2022 stated, “Labour market data for Ireland indicates that cleaning operative occupations are female dominated, with approximately 72% of workers being women and 28% being men.” Which helps validate the snapshot above and shows this is in line with labour market trends. Whereas, for the upper middle and upper swing to males this represents the 19% of the sample in these roles for the catering side of the business and the fact that the higher paid senior roles sway towards males with 34% of this sample in higher paid senior roles such as Chef Manger/Head Chef.

Benefit in Kind

Due to group changes in core senior management, there are no employees in this data set that have received any benefit in kind, hence zero findings to report in this period.

Bonuses

There is a requirement for organization to report their percentage of male and female employees paid bonuses. Please note for this report and the data set sampled there were no bonuses paid to any staff.

Actions Taken

We as an organisation continue to carry out the following activities to promote diversity and inclusion within our organisation:

- We have introduced an Allyship micro session for all staff over and above the culture training across business which focuses on our values, staff's roles and responsibilities and working as part of a team with people from diverse backgrounds further underpinning our teams' skills and awareness for diversity and inclusion.
- Continue to offer more flexible working and part-time hours for our roles, moving beyond the traditional full-time 39-hour structure.
- Further promote and embed our flexible working policy, which is available to all staff to promote a healthy work-life balance and to support staff with commitments outside of work.
- Capital investment in new recruitment software to help further develop our business intelligence to monitor via live data our workforce recruitment metrics.
- Mandatory training is required before any recruiting managers undertake recruitment and selection, ensuring they are educated about and aware of their responsibilities to ensure equal opportunities, fair recruitment and fair selection.



Mount Charles

I R E L A N D

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