



BALLYFIN

Gender Pay Reporting 2025

Introduction

We are proud to be an equal opportunity employer and are committed to building a workplace where everyone feels valued, supported, and treated fairly. We believe that diversity strengthens our organisation and that inclusion helps our people do their best work.

In line with the **Gender Pay Gap Information Act 2021**, we publish our gender pay gap information to provide transparency around how we reward our people. Gender pay reporting looks at the average earnings of men and women across the organisation and helps highlight how roles, levels, and representation can influence pay outcomes.

We recognise that closing the gender pay gap is not just about numbers — it is about creating equal access to opportunities, progression, and development. By reviewing our data, listening to our people, and continuously improving our policies and practices, we are constantly working towards a more balanced and inclusive workplace for everyone.

Our commitment is ongoing, and we will continue to take meaningful steps to support fairness, equality, and opportunity across all genders.

Reporting Details

Snapshot Date: 29th June 2025

Reporting Period: July 2024 to June 2025

Report Date: 29th November 2025

Headline Results (All Employees)

- **Mean Gender Pay Gap:** 10.96%
- **Median Gender Pay Gap:** 13.89%

Temporary and Part-time Employees

- **Mean Gender Pay Gap:** -8.12%
- **Median Gender Pay Gap:** -0.77%



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Bonus

- **Mean Gender Bonus Gap:** 27.09%
- **Median Gender Bonus Gap:** 38.50%
- **Proportion of Female employees receiving a bonus:** 98.53%
- **Proportion of Male employees receiving a bonus:** 97.78%

Benefits in Kind (BIK)

- **Proportion of Female employees receiving BIK:** 10.30%
- **Proportion of Male employees receiving BIK:** 8.90%

Pay Quartiles

The table below shows the percentage of all employees who fall into each pay quartile, split by gender:

Quartile	Male	Female	Total
Lower	17%	83%	100%
Lower Middle	31%	69%	100%
Upper Middle	56%	44%	100%
Upper	55%	45%	100%

Commentary on Gender Pay Gaps

- Our data shows us a Mean Gender Pay gap of 10.96%.
- We have a high number of females employees in our front of house and operational roles that fall into the Lower and Lower Middle Quartile. There is a higher proportion of males than females in the Upper Middle and Upper quartile. At the time of this report, the majority of the team members in our Kitchen Department were predominantly male which influences this. We also have a representation of males on our leadership team.
- We are confident that we offer equal opportunity for bonus payments which is represented in our data which shows less than 1% difference.



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At Ballyfin, we are committed to continually and actively monitoring our gender pay data in line with Irish gender pay gap reporting requirements and use these insights to inform our ongoing initiatives. These include fair and transparent pay practices, inclusive recruitment and promotion processes, and continued investment in learning, development, and flexible working where possible.

Through these actions, we will continue to reduce our gender pay gap and create a diverse and equal workplace where everyone can continue to thrive.