FAIRWAYS HOTEL
DUNDALK

Gender Pay Gap Report 2026

Snapshot: 14 June 2026 | Reference period: 15 June 2025 – 14 June 2026

At Fairways Hotel, our people are at the heart of the hospitality we deliver. Guided by our values of Care, Consistency and Community, we are committed to equal pay for equal work and work of equal value, fair reward and meaningful opportunities for every colleague to progress.

Snapshot employees	Mean hourly gap	Median hourly gap
92	**1.99%**	**4.93%**

45 men | 47 women | 92 employees in hourly analysis

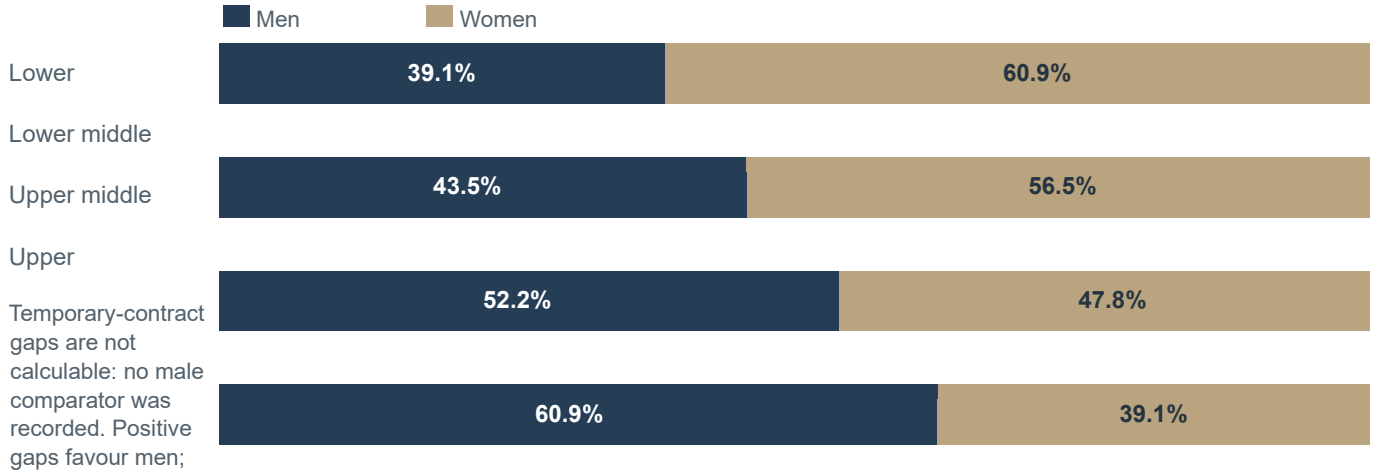
Statutory remuneration measures

Pay gap measure	Mean	Median
Hourly remuneration	1.99%	4.93%
Part-time hourly remuneration	−3.86%	0.89%
Temporary-contract hourly remuneration	N/C	N/C
Bonus remuneration	−51.45%	0.00%

Bonus and benefits participation

Employees receiving	Men	Women
Bonus remuneration	77.78%	91.49%
Benefits in kind	4.44%	0.00%

Representation within hourly pay quartiles



Temporary-contract gaps are not calculable: no male comparator was recorded. Positive gaps favour men; negative gaps favour women. N/A = not applicable; N/C = not calculable.

Understanding our results

A gender pay gap compares remuneration across a workforce. It does not, on its own, establish whether colleagues receive equal pay for equal work or work of equal value.

Hourly remuneration

The mean and median gaps favour men. Men account for 60.9% of the upper pay quartile, while women account for 60.9% of the lower quartile. This distribution suggests that representation at different pay levels contributes to the gap. We will examine roles and pay decisions to better understand the underlying factors.

Part-time remuneration

The mean gap favours women, while the median is close to parity and favours men. The differing results highlight the importance of reviewing the distribution of pay across part-time roles.

Bonus and benefits

The mean bonus gap favours women, with no median gap. Bonus participation is higher among women, while benefits in kind were recorded for men only. We will examine eligibility, payment values and criteria to understand these differences.

Our commitments for 2027

Fair and transparent reward | **Q1 2027**

Review the basis of bonus and benefit eligibility, pay rates, allowances and starting salaries across comparable roles.

Development and progression | **Q2 2027**

Strengthen career conversations, leadership development, structured recruitment and internal progression. Ensure full-time and part-time colleagues have equitable access to opportunities.

Leadership accountability | **Quarterly in 2027**

Review progress on pay, bonus outcomes, gender representation and development opportunities. The General Manager and Group People & Culture will track agreed actions and report progress.

Our aim is to make fairness, transparency and opportunity part of the everyday experience of working with us.