GENDER PAYGAP REPORT
Cavan Crystal Hotel

Snapshot Date: 30th June 2026

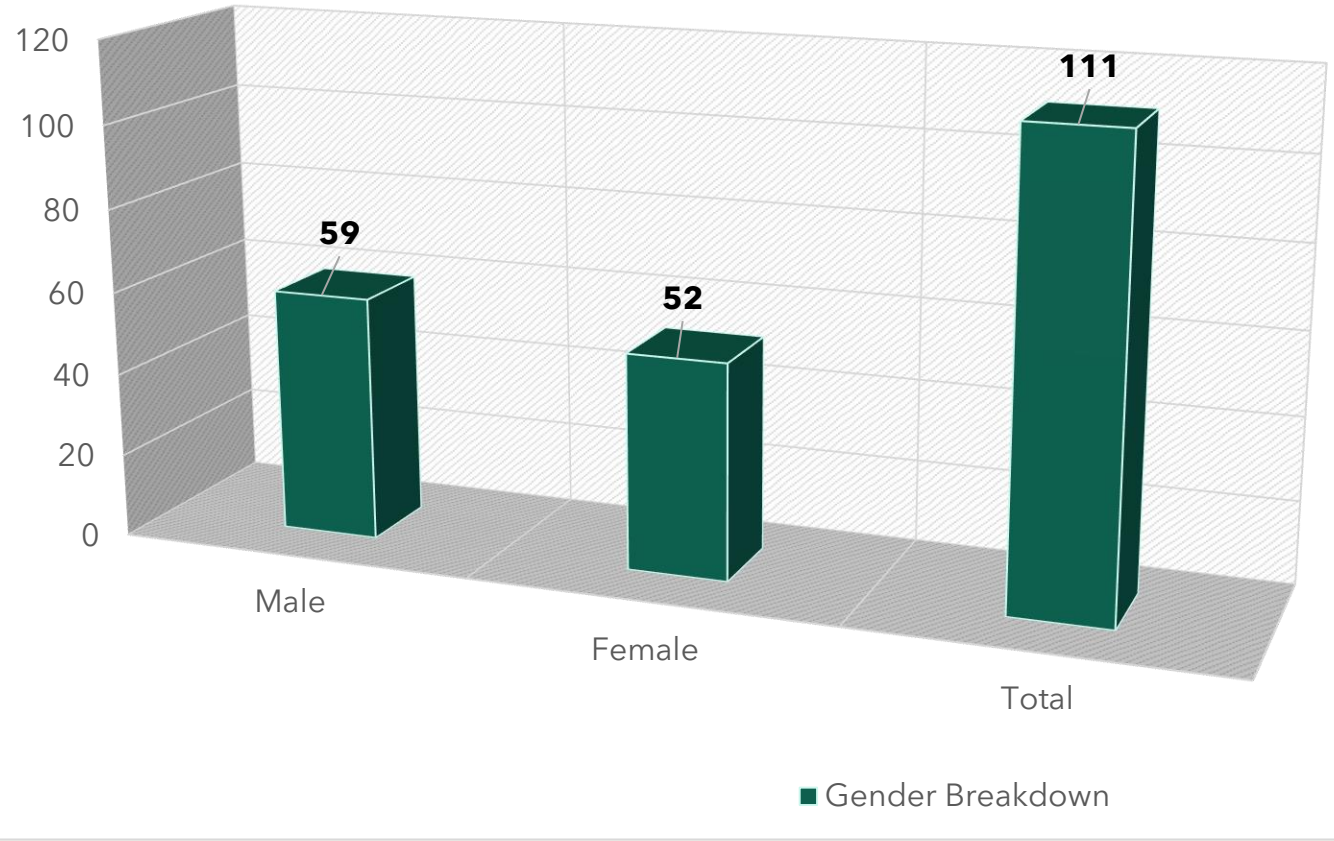
Reporting Period: 30th June 2025- 30th June 2026

Reporting Date: 30th November 2026

CAVAN CRYSTAL HOTEL



Gender Breakdown



Male- 53%
Female- 47%
Total- 111

Bonus and Benefit in Kind (BIK)
% of male and female employees who received Bonuses & Benefit in Kind Bonus

- The proportion of relevant employees of the male gender who where paid Bonus remuneration- 5.08%

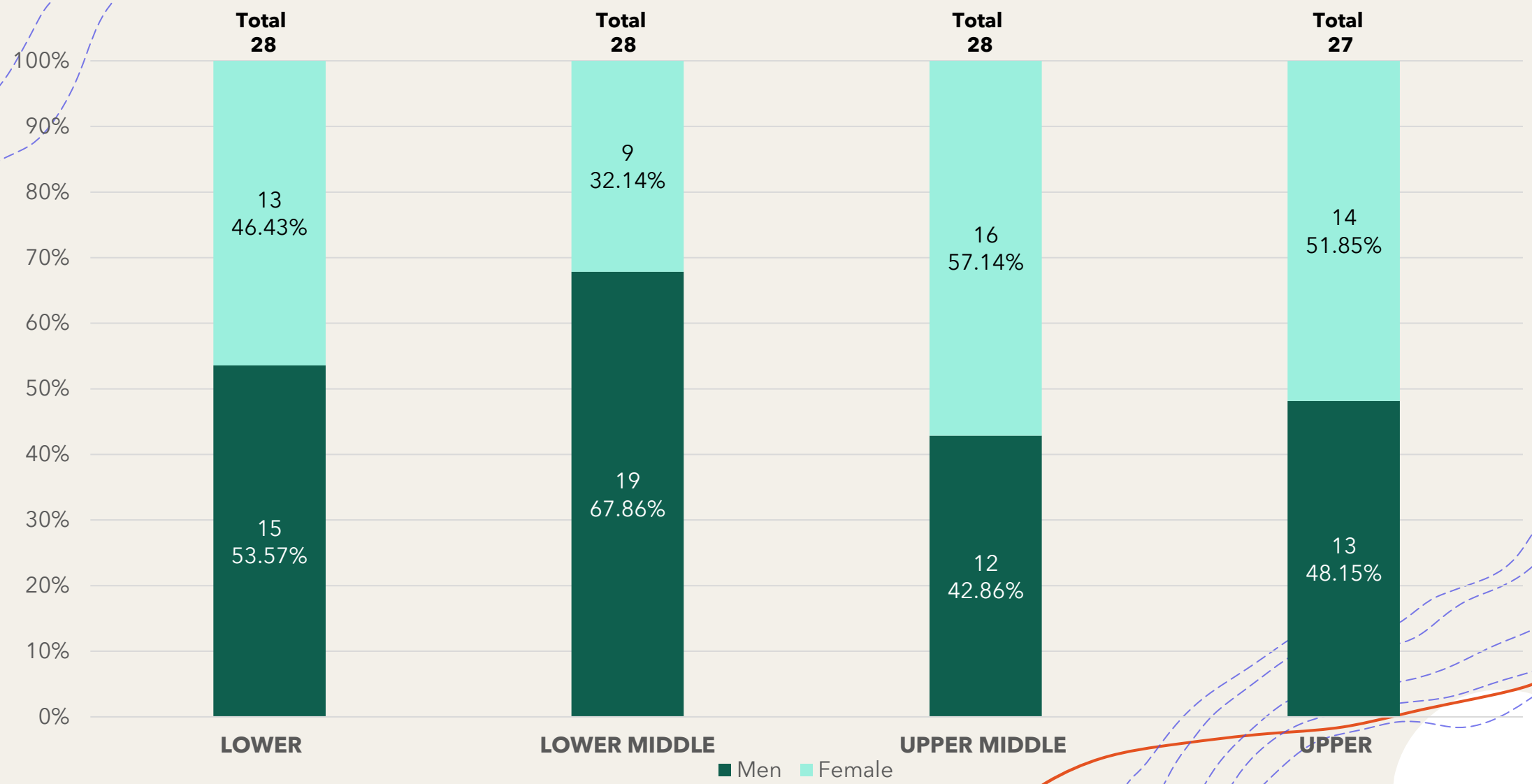
  Total number of males in the workforce- 59

- The proportion of relevant employees of the female gender who where paid Bonus remuneration- 3.85%

  Total number of females in the workforce- 52

****Relevant employees of male and female gender are those who are in management positions, i.e Heads of Department or Senior Managers****

Gender Pay Gap by Quartiles



The difference between the mean hourly renumeration of all relevant employees of male gender in comparison to all relevant employees of female gender

All Employees		Part Time Employees		Employees receiving a Bonus
Mean Rate of Pay		**Mean Rate of Pay**		
Male 16.48		Male 14.26		Mean- 81.16%
Female 15.72		Female 14.42		
Difference 4.59%		Difference -1.14%		
Median		**Median**		Median- 58.33%
Male 14.25		Male 14.25		
Female 14.25		Female 14.25		
Difference 0%		Difference 0%		

Gender Pay Gap Statement

Cavan Crystal Hotel is committed to paying male and females fairly. Our gap is mainly driven by the make-up of our workforce, in particular who holds our highest paid positions.

- **Same rate for most roles-** 50 of our 111 employees (26 male, 24 female) are paid the same hourly rate of €14.25, which is why our median pay gap is 0%.
- **A small number of high earners-** Our mean pay gap of 4.59% is driven by a small number of our highest paid employees, who are male. Excluding the three highest earners, female mean hourly pay is 4.62% higher than male.
- **Females in senior positions-** Women make up 51.85% of our upper pay quartile.
- **Part-time employees-** Female part-time employees are paid on average 1.14% more per hour than male part-time employees.
- **Bonus-** Bonuses are discretionary and paid to a small number of employees, so one larger or smaller payment has a large effect on the bonus gap.

Proposed Actions We Will Take

- **Develop females for senior roles-** Support female employees to progress into our most senior positions through mentoring, training and succession planning.
- **Set clear bonus criteria-** Put in place clear, written criteria for discretionary bonuses and review outcomes by gender each year.
- **Broaden recruitment-** Encourage applications from women for kitchen and bar roles, and from men for reception and accommodation roles which appear to be either female or male dominated departments.
- **Review pay each year-** Review pay rates by role each year so that males and females doing equal work receive equal pay.
- **Support flexible working-** Continue to offer part-time and flexible working at all levels, including management.

We are committed to closing our gender pay gap and will report on our progress each year.