THE GATEWAY HOTEL DUNDALK

Gender Pay Gap Report 2026

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

At The Gateway 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
88	**9.83%**	**2.88%**

42 men | 46 women | 86 employees in hourly analysis

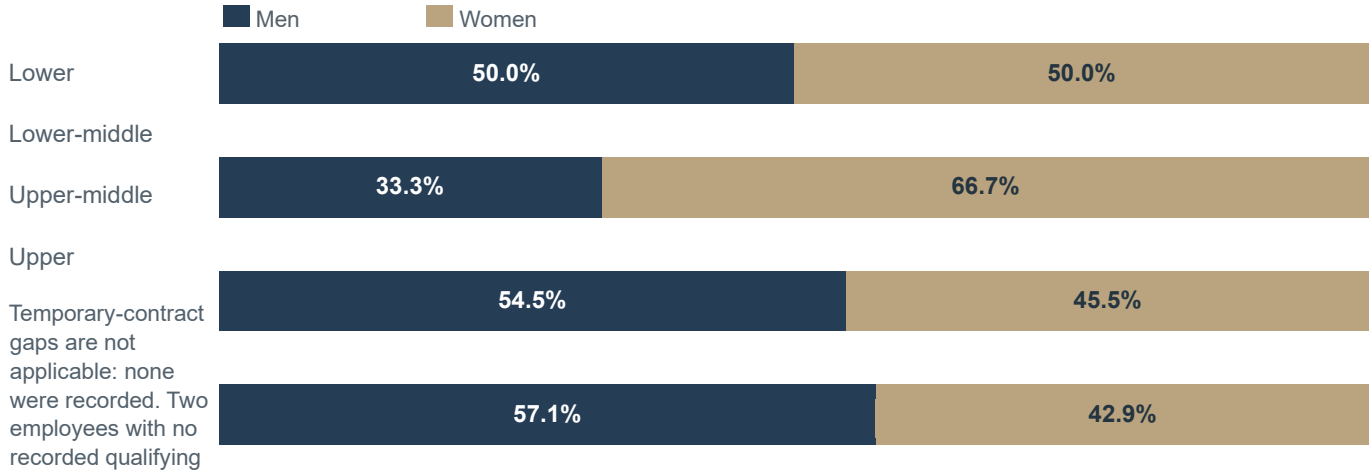
Statutory remuneration measures

Pay gap measure	Mean	Median
Hourly remuneration	9.83%	2.88%
Part-time hourly remuneration	−3.31%	−1.17%
Temporary-contract hourly remuneration	N/A	N/A
Bonus remuneration	24.38%	7.57%

Bonus and benefits participation

Employees receiving	Men	Women
Bonus remuneration	7.14%	4.35%
Benefits in kind	0.00%	0.00%

Representation within hourly pay quartiles



Temporary-contract gaps are not applicable: none were recorded. Two employees with no recorded qualifying remuneration or hours remain in the headcount but are excluded from hourly calculations. Positive gaps favour men; negative gaps favour women. N/A = not applicable; N/C = not calculable.

THE GATEWAY HOTEL DUNDALK

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

Our mean gap is more pronounced than the median. Men account for 57.1% of the upper pay quartile and women account for 66.7% of the lower-middle quartile. This distribution suggests that representation at different pay levels may influence our results. A role-based review will help establish the underlying factors.

Part-time remuneration

Both part-time hourly gaps favour women. We will examine pay and working arrangements across comparable part-time roles to better understand the differences.

Bonus and benefits

The mean and median bonus gaps favour men. A small number of recipients makes the results sensitive to individual awards. We will examine both access to bonus arrangements and the basis for payment values. No benefits in kind were recorded.

Our commitments for 2027

Fair and transparent reward | **Q1 2027**
Review remuneration by role, starting salaries, allowances, bonus eligibility and approval criteria.

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.