



CARTON HOUSE
A FAIRMONT MANAGED HOTEL

Gender Pay Gap Report 2023

Fairmont

Introduction

The gender pay gap is the difference in the average hourly wage of men and women across a workforce. The Gender Pay Gap Information Act 2021 requires organisations to report on their hourly gender pay gap across a range of metrics. The Regulations which set out the detail on how these calculations will be made are published at the link below:

[The Employment Equality Act 1998 \(Section 20A\)\(Gender Pay Gap Information\) Regulations 2022](#)

Which employee base does this include?

All Carton House, A Fairmont Managed Hotel employees.

How is it calculated?

A snapshot date of 26th June 2023 was used

Gender Pay Gap Report Overview

*Carton House, A Fairmont Managed Hotel operates as part of Accor Hotels Group.
Our diverse team work together to create an inclusive and positive culture.
Gender equality is valued and we are committed to equality for all.*

We understand our people are critical to the success of our business, our key focus is team culture and team wellbeing. We have invested time and resources into our people through training and development, improved team facilities, social events and additional employee benefits. Our Talent & Culture team support and assist our people by utilising both internal and external resources.

Our 2023 Accor staff engagement survey score remained consistent and in November 2023 we achieved for the second year in a row the GPTW (Great Places to Work) certification. This year we also attained the Silver Award for the Failte Ireland Employer Excellence Program.

Our continued aim is to grow our team, attract and retain a skilled diverse workforce through progression, development and by offering excellent employee benefits.

We will monitor the KPI's in this report and we are committed to reducing the gender gap in the future by identifying key areas that this report has highlighted.

Gender Pay Gap Report Overview

Whilst this report has identified key findings, it is a snapshot taken on a particular date in time.

In 2023 we have moved positively in almost all areas towards closing our gender pay gap. There is a lower representation of female in hourly pay quartiles 1 and 2 vs 2022 and a higher representation in quartiles 3 and 4. The impact of this favourable movement has been a reduction in the median gender pay gap from 4.7% in 2022 to 0.6% in 2023. This shift has reduced the mean (average) gender pay gap from 9.5% to 7.1%. A higher proportion of males quartile 4 contributes to a continued gender pay gap.

The female representation in quartile 4 has increased vs 2022, as has the percentage of females receiving BIK. Bonuses and incentive payments increased vs 2022 with the percentage of females receiving bonuses and incentives grew from 18.0% to 31.6%, and the percentage of men receiving bonuses and incentives grew from 1.1% to 6.9%.

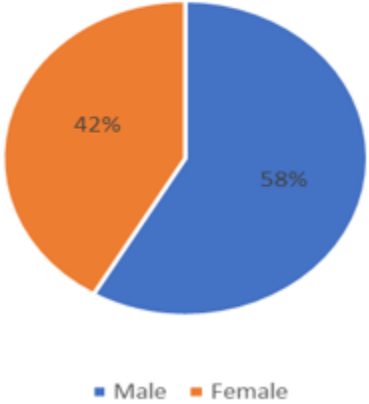
We will continue to monitor, improve and close this gap along with attracting more women into the hospitality sector, in particular in traditional male dominated roles and departments, which attract higher rates of pay.

We as an employer are committed to gender balance and ensuring developing there is no gender pay gap.

Gender Equality Metrics

	2023	2022
Mean Gender Pay Gap	7.1%	9.5%
Median Gender Pay Gap	0.6%	4.7%
Mean Gender Pay Gap - Part Time & Temporary Staff	-1.8%	-1.8%
Median Gender Pay Gap - Part Time & Temporary Staff	-0.1%	-0.3%
Mean Gender Bonus Gap	78.9%	92.2%
Median Gender Bonus Gap	96.2%	96.0%
Percentage of Female Employees receiving a Bonus	31.6%	18.0%
Percentage of Male Employees receiving a Bonus	6.9%	1.1%
Percentage of Female employees receiving BIK	4.4%	3.6%
Percentage of Male employees receiving BIK	5.0%	3.4%

All Employees Split by Gender



Gender Employee Split By Hourly Pay Quartile

