



CARTON HOUSE  
A FAIRMONT MANAGED HOTEL

## Gender Pay Gap Report 2025

*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 2025 was used

# Gender Pay Gap Report Overview

*Carton House, A Fairmont Managed Hotel*

*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, and 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 People & Culture team supports and assists our people by utilising both internal and external resources.

Our 2025 employee engagement survey score remained consistent, and in November 2025, we achieved the GPTW (Great Places to Work) certification for the fourth year in a row. This year, we also attained the Gold Award for the Failte Ireland Employer Excellence Program for the second year.

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 identifies a number of key findings, it represents a snapshot of our workforce on a particular date in time.

Based on the snapshot date of 26 June 2025, the median gender pay gap is 2.2%, and the mean gender pay gap is 9.2%. These figures reflect the current distribution of employees across roles within the organisation rather than differences in pay for the same work.

The distribution of employees across the hourly pay quartiles shows a relatively balanced representation of men and women in the lower middle quartiles, with females representing 48.8% in the lower quartile and 51.2% in the lower middle quartile. However, a higher proportion of males remains in the upper middle (69.8%) and upper (72.1%) quartiles, contributing to the overall gender pay gap.

Regarding additional remuneration, 61.0% of female employees received a bonus, compared with 51.9% of male employees, and the proportion of employees receiving benefits in kind is broadly comparable between genders, with 4.4% of females and 3.9% of males receiving BIK.

As with many organisations in the hospitality sector, some higher-paid operational and technical roles continue to have greater male representation. This contributes to the overall gender pay gap reflected in the quartile distribution.

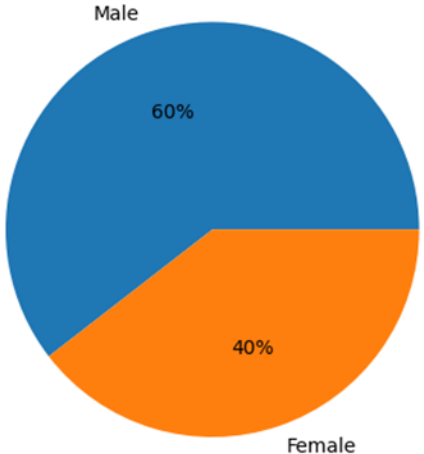
Carton House, A Fairmont Managed Hotel, remains committed to fostering an inclusive and diverse workplace. We will continue to monitor our gender pay gap metrics and focus on initiatives that support recruitment, development and progression opportunities for all employees. Our aim is to improve gender balance across all levels of the organisation, particularly in roles and departments where one gender is traditionally under-represented.



# Gender Equality Metrics

	2025
Mean Gender Pay Gap	9.2%
Median Gender Pay Gap	2.2%
Mean Gender Bonus Gap	6.8%
Median Gender Bonus Gap	-405.0%
Median Male Bonus	€60
Median Female Bonus	€304
Percentage of Female Employees receiving a Bonus	61.0%
Percentage of Male Employees receiving a Bonus	51.9%
Percentage of Female employees receiving BIK	4.4%
Percentage of Male employees receiving BIK	3.9%

All Employees Split by Gender (2025)



# Gender Employee Split By Hourly Pay Quartile

