



Gender Pay Gap Reports - Weatherbys Ireland Limited

This year's gender pay gap figures reflect the composition of our workforce in Ireland. While our pay structures are designed to be fair and consistent, the distribution of roles across different levels of seniority and functions has influenced the reported gap.

All roles are open to both genders, and we recruit the most suitable person for the role.

We are committed to reducing the gender pay gap and building a workplace where opportunities are equal and inclusive.

	Bonus	BIK
Female	94%	6%
Male	100%	18%

Table 1 – Proportion of employees eligible for Bonus and BIK

Quarterlies	Female	Male	Female	Male
Lower	6	7	46%	54%
Lower Mid	10	3	77%	23%
Upper Mid	9	4	69%	31%
Upper	11	3	79%	21%

Table 2 – Employee numbers grouped by Ordinary Pay quartile bands

Mean	Female	22.79	
	Male	25.18	9%

Table 3 – Mean hourly remuneration and variance between genders

Median	Female	18.74	
	Male	17.73	-6%

Table 4 – Median hourly remuneration and variance between genders