



GENDER PAY GAP REPORTING

HOTEL
ISAACS
CORK

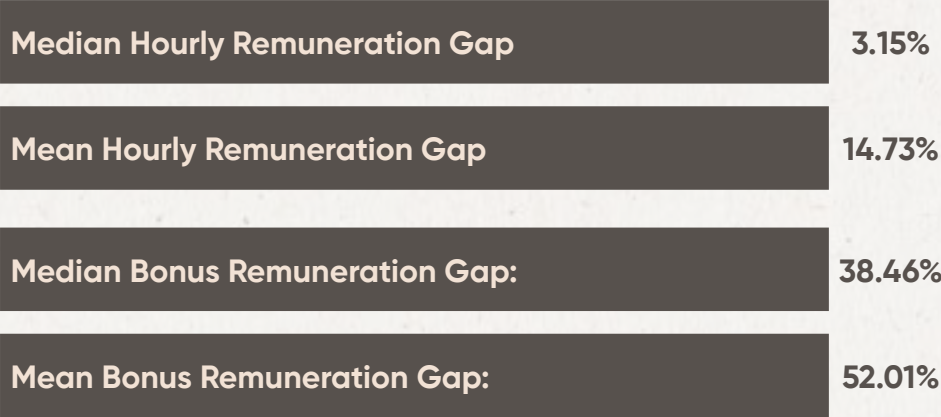

GREENES
RESTAURANT


CASK

We are sharing our Gender Pay Gap report for Granmont Ltd. T/A Hotel Isaacs,

Greenes Restaurant and Cask Cork in line with the Gender Pay Gap Information Act 2021. At Granmont Ltd, we have been building our brand for 40 years and our people have always been at the forefront of this. With talented teams across our various departments, our dynamic brand has become known around the world due to the many international awards that we have won. We currently employ circa 85 people, and we offer employees the opportunity to develop new skills and to further themselves in a challenging and enjoyable environment. We have a rich, successful history in Cork, and this success has only been possible thanks to the talented people who work for us. Everyone plays an essential role in continuing the growth and development of Granmont Ltd. What is a Gender Pay Gap? Organisations with over 50 employees are in their first year of reporting on their Gender Pay Gap across a range of metrics. The principal focus of the gender pay gap is to show the difference between the average hourly remuneration of men and women within an organisation. Gender Pay is not the same as Equal Pay. Gender Pay does not compare employees on the basis of their roles, job titles, length of service or experience. Instead, it looks at total remuneration and expresses any difference in remuneration between genders as a percentage.

MEAN AND MEDIAN RESULTS



BONUS PAYMENTS AND BENEFIT IN KIND

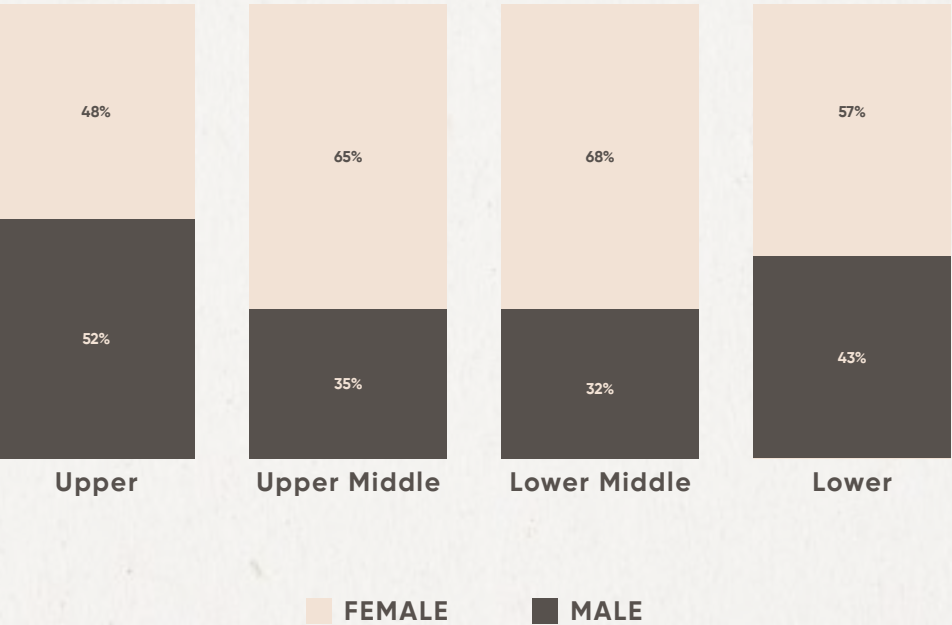
Percentage of Employees Receiving Benefit in Kind:



Percentage of Employees Receiving a Bonus:



PAY QUARTILES



Our results although adhering to certain standard rates of pay, particularly at entry level and amongst our staff population, Granmont Ltd. sees its employees as individuals with varying experience and potential. As would be expected, remuneration levels are often determined by these attributes. Remuneration can also take into account individual performance. It does not take into account the gender of employees. The nature of the gaps that are present illustrate Granmont Ltd. gender neutral approach to pay. Granmont Ltd will continue to monitor its recruitment and promotion policies to ensure that there is no bias towards either gender. Our aim is to provide longterm, satisfying careers where every individual, at every level, has the opportunity to maximize their skills and evolve with the company. Granmont Ltd. is an equal opportunities employer.