



Introduction

At Executive Premier Travel Limited, our mission has always been rooted in promoting quality services, not just through the services we offer, but also in how we support and empower our people.

As a proudly Irish, family-owned business with a deep commitment to ethical values, we believe that fairness, transparency, and inclusivity are essential to a healthy workplace.

In line with this commitment, we are pleased to present our Gender Pay Gap Report for 2025.

This report marks our first year of reporting under the expanded requirements of the Gender Pay Gap Information Act 2021, which now applies to all organisations in Ireland with 50 or more employees. As an SME, we welcome the opportunity to reflect on our progress, identify areas for improvement, and contribute to the national conversation around gender equality in the workplace.

The gender pay gap is the difference in average hourly earnings between men and women across our organisation. It is important to note that this is not the same as equal pay, which refers to paying individuals equally for performing the same or similar roles.

At Executive Premier Travel Limited, we are confident in our commitment to equal pay for equal work. However, the gender pay gap provides a broader lens through which we can examine representation, career progression, and the distribution of roles across our Business.

Our report includes data on mean and median pay gaps, bonus pay gaps, and the proportion of male and female employees across pay quartiles. We also provide a narrative to explain the context behind our figures and outline the steps we are taking to address any disparities.

As a business with a strong male and female workforce — particularly in customer-facing and service roles — we recognise the importance of supporting career development and leadership opportunities for all employees.



Over the past year, we have taken proactive steps to foster a more inclusive and balanced workplace. These include reviewing our recruitment and promotion practices, expanding flexible working arrangements, and investing in training and mentorship programmes.

We are also working to ensure that our internal policies and culture reflect our values of respect, equity, and wellbeing.

We understand that closing the gender pay gap is not a one-time initiative, but a continuous journey. This report is part of that journey — a moment to pause, reflect, and recommit to building a workplace where everyone has the opportunity to thrive.

We are proud of the progress we have made, and we remain focused on creating an environment where all employees feel valued, supported, and empowered.

Thank you for taking the time to read our Gender Pay Gap Report.

We welcome feedback from our team, customers, and community as we continue to grow and evolve. Together, we can build a healthier, fairer future — inside and outside the workplace.



Our Gender Pay Gap

Our Gender Pay Gap is 11.68%

This means that the average hourly rate of pay for male employees was 11.68% higher than the average hourly rate for female employees during the relevant pay period.

To calculate the mean, pay gap, we add together all the hourly pay rates that women received, divided by the number of women in our workforce. We then repeat this calculation for men. The difference between these figures is the mean gender pay gap.

Executive Premier Travel Limited median hourly remuneration gap is 24.14%, meaning that the median female employee earns 24.14% less per hour than the median male employee.

The median hourly remuneration gap refers to the difference in pay between men and women at the midpoint (or “middle value”) of their respective hourly pay distributions.

If you were to line up all male employees and all female employees separately from the lowest to the highest paid (based on their hourly pay), the median is the pay of the person in the middle of each group. The median hourly remuneration gap then shows the percentage difference between these two middle values — indicating whether the typical man or woman earns more per hour.

These differences do not mean that men and women are paid differently for the same role/work. Rather, it reflects the distribution of male and female employees across different role levels within Executive Premier Travel Limited.

This Gender Pay Gap Report for 2025 provides a detailed analysis of pay differences between male and female employees at Executive Premier Travel Limited. The report is prepared in compliance with Irish statutory requirements and reflects our commitment to transparency and equality in the workplace.



The analysis covers:

- Mean and Median Hourly Pay Gaps
- Bonus Pay Gaps
- Part-Time and Temporary Contract Pay Gaps
- Gender Representation Across Pay Quartiles

Our findings show an overall mean hourly pay gap of 11.68%, with the median gap favouring men at 24.14%.

This report aims to provide clarity on these figures and outline steps to address any imbalances.

Gender Pay Gap 2025

Our Gender Pay Gap is 11.68%

Mean hourly remuneration gap

Mean Male	Mean Female
Hourly Pay	Hourly Pay
€ 23.20	€ 20.49

Mean Gender
Pay Gap %
11.68%

Median hourly remuneration gap

Median Male	Median Female
Hourly Pay	Hourly Pay
€ 24.32	€ 18.45

Median Gender
Pay Gap %
24.14%



Mean bonus remuneration gap

Mean Male	Mean Female	Mean Bonus
Bonus Pay	Bonus Pay	Pay Gap %
€ 0	€ 0	0%

Median bonus remuneration gap

Median Male	Median Female	Median Bonus
Bonus Pay	Bonus Pay	Pay Gap %
€ 0	€ 0	0%

Mean hourly remuneration gap of part-time employees

Mean Male	Mean Female	Mean Gender P/T
Hourly Pay (P/T)	Hourly Pay (P/T)	Pay Gap %
€ 22.22	€ 18.48	16.8%

Median hourly remuneration gap of part-time employees

Median Male	Median Female	Median Gender P/T
Hourly Pay (P/T)	Hourly Pay (P/T)	Pay Gap %
€ 22.34	€ 18.45	17.41%

Mean hourly remuneration gap of temporary contract employees

Mean Male	Mean Female	Mean Gender
Hourly Pay (temp)	Hourly Pay (temp)	Pay Gap % temp contract
€	€	



Median hourly remuneration gap of temporary contract employees

Median Male	Median Female	Median Gender
Hourly Pay (temp)	Hourly Pay (temp)	Pay Gap % temp contract
€	€	

The following table shows the proportion of male and female employees in each pay quartile, when the workforce is divided into four equal groups from the lowest to the highest paid:

Percentage of males and females when divided into four quartiles ordered from lowest to highest pay

- o Lower remuneration quartile pay band
- o Lower middle remuneration quartile pay band
- o Upper middle remuneration quartile pay band
- o Upper remuneration quartile pay band

	No of male	No of female	% Male	% Female
Upper remuneration quartile pay band	15	3	83.33%	16.67%
Upper middle remuneration quartile pay band	17	0	100%	0%
Lower middle remuneration quartile pay band	16	1	94.12%	5.88%
Lower remuneration quartile pay band	10	7	58.82%	41.18%



Understanding Pay Quartile Distribution

The pay quartile analysis divides all employees into four equal groups based on hourly remuneration, from the lowest to the highest earners. This helps identify gender representation across different pay bands.

- Upper remuneration quartile (highest pay band):
83.33% male and 16.67% female. This indicates that the highest-paid roles are predominantly held by men.
- Upper middle remuneration quartile:
100.0% male and 0% female. This suggests no female representation in this pay band, which may warrant further review.
- Lower middle remuneration quartile:
94.12% male and 5.88% female. While slightly more balanced than the upper quartile, men still represent the majority.
- Lower remuneration quartile (lowest pay band):
58.82% male and 41.18% female. This is the most balanced quartile, showing greater female representation in lower-paid roles.

Interpretation:

The data shows a clear trend where men dominate the higher pay bands, while women are more represented in the lower quartile. This distribution can contribute to overall gender pay gaps and highlights areas for improvement in recruitment, progression, and pay equity strategies.



Conclusion

At Executive Premier Travel Limited, we are committed to operating with transparency and integrity, not only in the services we deliver to our clients but also in the way we treat and value our employees. Our recent gender pay gap analysis has provided important insights into areas where we must focus our attention to ensure fairness and equality across our workforce.

The data shows that our mean gender pay gap is 11.68%, meaning that the average hourly rate of pay for male employees was higher than that of female employees during the relevant pay period. This figure is calculated by comparing the average hourly earnings of men and women across the company. In addition, our median hourly remuneration gap stands at 24.14%, which highlights that the median female employee earns significantly less per hour than the median male employee. The median measure is particularly important, as it reflects the difference at the midpoint of pay distributions and indicates structural imbalances in representation across roles and levels of seniority.

We recognize that these figures do not necessarily imply unequal pay for equal work, but they do highlight the need for continued action to address disparities in career progression, leadership opportunities, and representation. Executive Premier Travel Limited is committed to reviewing our recruitment, training, and promotion practices to ensure that women have equal access to opportunities and advancement.

Our goal is to build a workplace where every employee is valued equally, rewarded fairly, and empowered to succeed. By addressing the gender pay gap with determination and accountability, we aim to foster a culture of inclusivity that reflects our values and strengthens our business. We will continue to monitor progress, report transparently, and take meaningful steps toward achieving greater equality.