



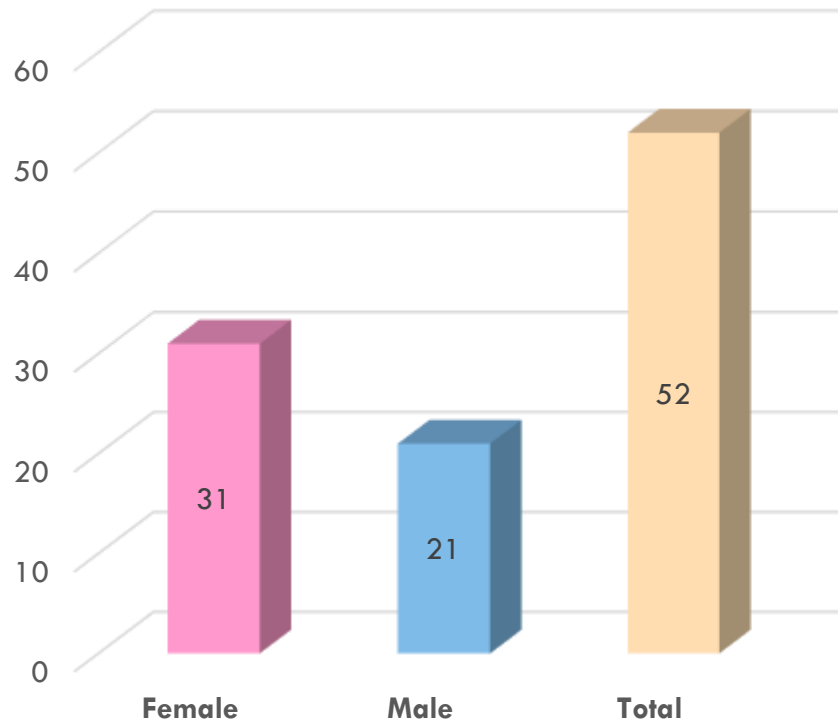
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SHANNON AIRPORT

## GENDER PAY GAP REPORT 2025

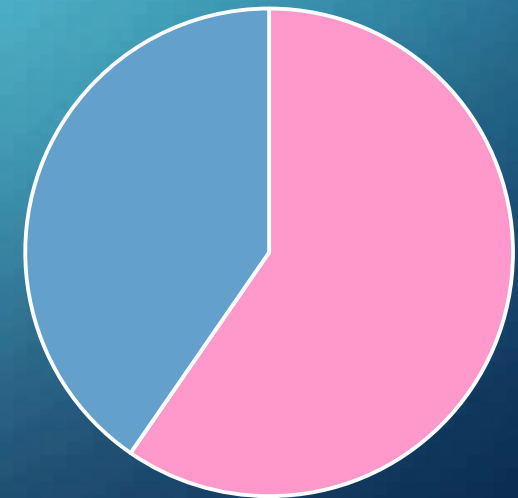
- Snapshot Date  
08 June 2025
- Reporting Period:
  - June 09th 2024 to June 08th 2025
- Reporting Date:
  - 11<sup>th</sup> June 2025

## Number of Employees



## GENDER BREAKDOWN

- Female Gender % 60%
- Male Gender % 40%



■ Female Gender ■ Male Gender

# BONUS & BENEFIT IN KIND

% OF MALE & FEMALE EMPLOYEES WHO RECEIVED BONUSES & BENEFIT IN KIND

## BONUS

The proportion of relevant employees\*\* of the male gender who were paid bonus remuneration = 14%

Total number of males in workforce  
21

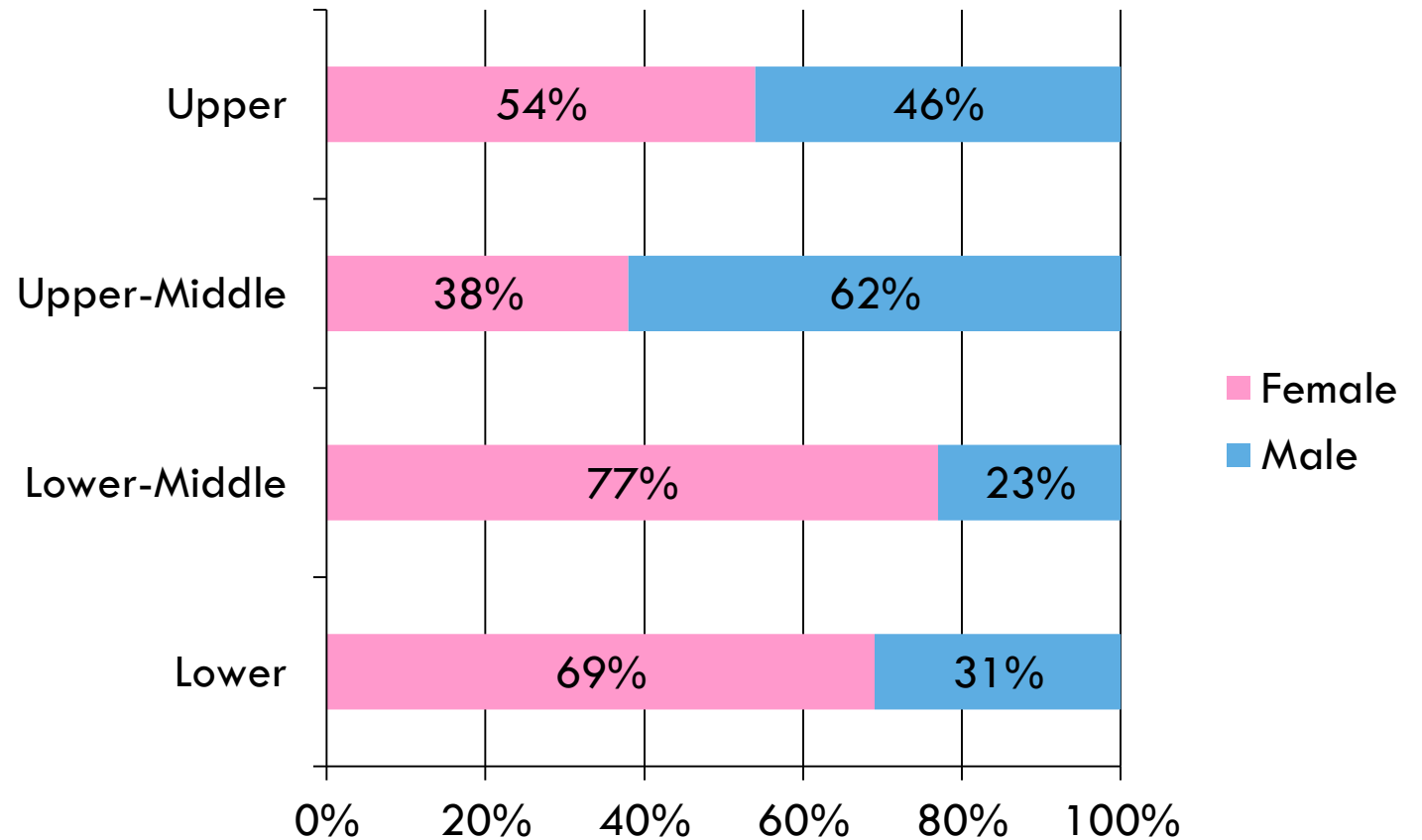
The proportion of relevant employees\*\* of the female gender who were paid bonus remuneration = 3%

Total number of females in workforce  
31

\*\* relevant employees of male or female gender are those who are in management positions, i.e. Heads of Department or Senior Managers.

# Gender Distribution by Pay Quartile

- Note: Each quartile represents 13 employees (total headcount = 52)



The difference between the mean hourly remuneration of all relevant employees of male gender in comparison to all relevant employees of female gender.

### **All Employees**

Mean

Male 16.39

Female 15.94

Difference 2.8%

Median

Male 14.27

Female 13.40

Difference 6.1%

### **Part Time Employees**

Mean

Male 13.86

Female 13.35

Difference 3.6%

Median

Male 13.20

Female 13.30

Difference -0.79%

### **Employees receiving a bonus**

Mean Bonus Gap (333.9%)

Median Bonus Gap (317.3%)