

Snapshot as of 30th
June 2025

Reporting Period: 30th
June 2024 – 30th June
2025

McWilliam Park Hotel Gender Gap Analysis



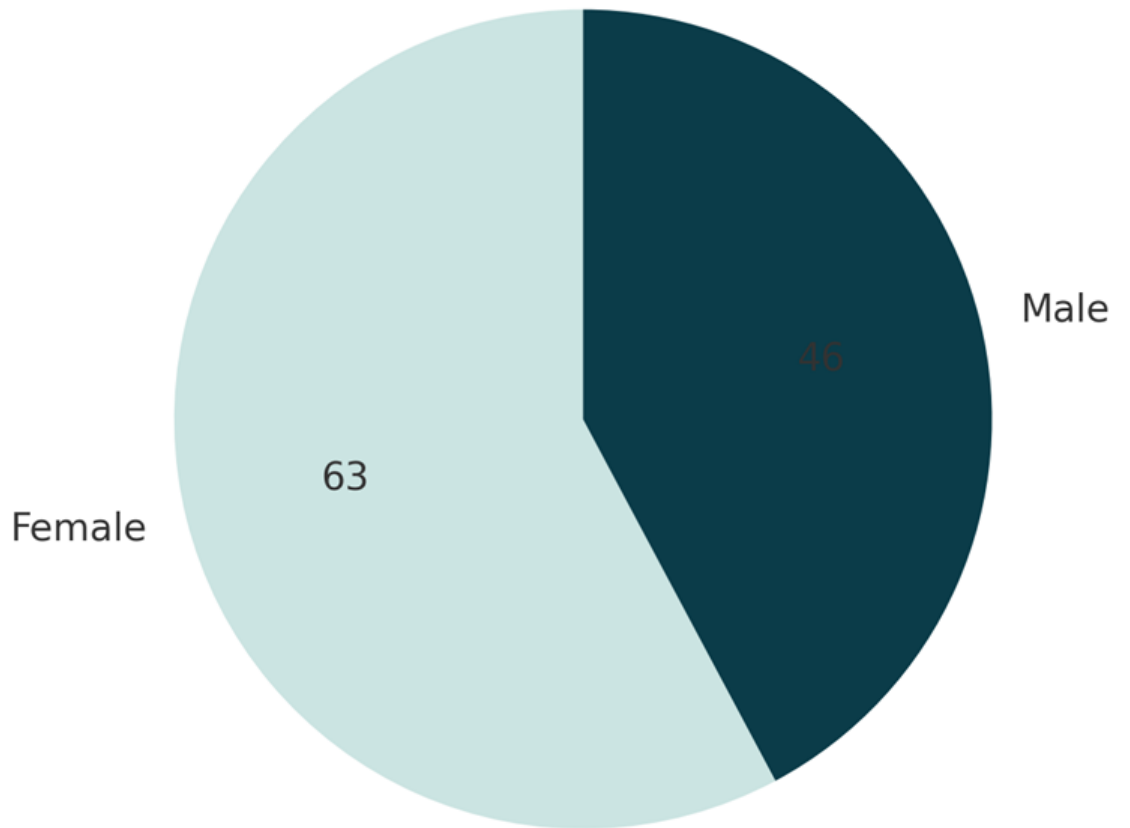
Workforce Summary

- • Total Employees: 109
- • Male Employees: 48 (44.03%)
- • Female Employees: 61 (55.96%)

- The data indicates that female employees make up a majority of the workforce at McWilliam Park Hotel.

Workforce Summary

Gender Distribution (Pie Chart)



Bonus and Benefit in Kind (BIK)

% of male and female employees who received Bonuses & Benefit in Kind

Bonus:

The proportion of relevant employees of the male gender who where paid Bonus remuneration= 4.16 %

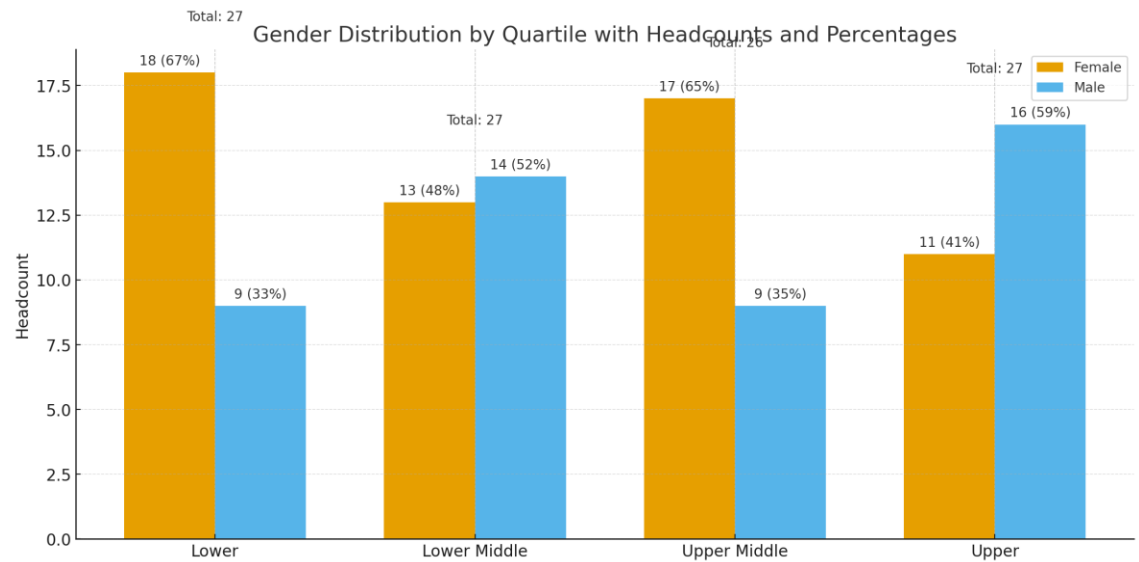
Total number of males in the workforce= 48

The proportion of relevant employees of the female gender who where paid Bonus remuneration= 3.27%

Total number of females in the workforce= 61

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

Gender Pay Gap by Quartiles



This section outlines the difference between the mean hourly remuneration of all relevant male employees and all relevant female employees

All Employees	Part Time Employees	Employees receiving a bonus
Mean Rate of Pay	Mean Rate of Pay	Mean -24.4%
Male 15.87	Male 13.65	
Female 14.72	Female 13.49	
Difference 7.24%	Difference 0.80%	
Median	Median	Median 20.7%
Male 13.60	Male 13.60	
Female 13.60	Female 13.60	
Difference 0%	Difference 0 %	