

## Summary of Data and Methodology

The company used a snapshot date of 30<sup>th</sup> June 2023. The reporting period is 1<sup>st</sup> July 2022 to 30<sup>th</sup> June 2023.

On the snapshot date, the organisation had 446 full time employees and 40 part time employees. Of this number, 12 were on leave of various kinds. 2 staff were on paid maternity leave and 6 on unpaid maternity leave. As this is 250 or greater, this organisation is obliged to report its gender pay gap in 2023. There were 175 female associates at the Blackpool site and 120 male associates. There were 119 female associates at the Mac Curtain street site and 72 male associates.

We are reporting as Cork CEC which operates as part of Marriott International under the name Luxury Reservations Ltd. The calculation metrics and information required to meet the reporting requirements are as follows:

- the difference between the mean hourly remuneration of male employees and that of female employees expressed as a percentage.
- the difference between the median hourly remuneration of male employees and that of the female employees expressed as a percentage.
- the difference between the mean bonus remuneration of male employees and that of the female employees expressed as a percentage.
- the difference between the median bonus remuneration of male employees and that of the female employees expressed as a percentage.
- the difference between the mean hourly remuneration of part-time male employees and that of part-time female employees as a percentage.
- the difference between the median hourly remuneration of part-time male employees and that of part-time female employees expressed as a percentage.
- the percentage of all male employees who were paid bonus remuneration and the percentage of all female employees who were paid such remuneration.
- the percentage of all male employees who received benefits in kind and the percentage of all employees of the female employees who received such benefits.

## Gender Pay Gap Statistics

MacCurtain Street Office		
Quartiles	Female	Male
D - Lower	53.90%	46.10%
C - Lower Middle	72.80%	27.20%
B - Upper Middle	47.60%	52.40%
A - Upper	74.90%	25.10%
% Employees Received Bonus	99.00%	98.30%
% Employees Received Benefit in Kind	100%	100%
Pay Gaps	Median	Mean
Part-time Gap	-6.10%	-4.80%
Full-time Gap	-0.80%	-13.10%
Bonus Pay Gap	22.70%	-28.90%

Blackpool Office		
Quartiles	Female	Male
D - Lower	64.86%	35.14%
C - Lower Middle	56.76%	43.24%
B - Upper Middle	52.70%	47.30%
A - Upper	63.01%	36.99%
% Employees Received Bonus	62.29%	72.00%
% Employees Received Benefit in Kind	55.43%	57.50%
Pay Gaps	Median	Mean
Part-time Gap	-3.85%	-0.19%
Full-time Gap	1.86%	-10.36%
Bonus Pay Gap	30.04%	-53.63%

## Data Definitions

- **Ordinary pay** was calculated before deductions at source, for example income tax. Ordinary pay includes: - the normal salary paid to the employee; - allowances; - any overtime payments; - pay for piecework; - shift premium pay; - pay for sick leave; - any salary top-ups for statutory leaves like maternity leave/paternity leave/parent's leave; - pay for gardening leave. Allowances included payments for additional duties; related to location; for the purchase, lease or maintenance of a vehicle or other item; and, for the recruitment or retention of an employee. For the purposes of calculating hourly pay, redundancy payments were discounted. Reimbursement for expenses, such as travel & subsistence were also discounted.
- **Bonus pay** was calculated before deductions at source, for example income tax. 4 Bonus pay included all bonuses awarded to an employee for the period in question. This includes bonus payments in the form of money, vouchers, securities, securities options, or interests in securities, or, which related to profit sharing, productivity, performance, incentive, or commission. Bonus pay did not include any ordinary pay, overtime pay, or redundancy or termination of employment payments. Any payments in the form of securities were treated as if they were paid to the employee at the time the remuneration was provided, and at the nominal value at that point.
- For the purposes of calculating bonus payments, "securities" have the same meaning as in s.64 (1) of the Companies Act 2014 and "nominal value" has the same meaning as s.64 (1) of the Companies Act 2014.
- **"Benefits in kind"** includes any non-cash benefit of monetary value provided to an employee. This would include the provision of a company car, voluntary health insurance, stock options, or share purchase schemes.
- **"Part-time employee"** has the meaning given in s.7 of the Protection of Employees (Part-Time Work) Act, 2001.
- **"Relevant date"** means the date, in the month of June each year, that is selected by a relevant employer for the purposes of the Regulations.
- **"Relevant employee"** means a person who is an employee for the purposes of the Employment Equality Act 1998 and is employed by the relevant employer on the snapshot date.
- **"Relevant employer"** means an employer with over 250 employees on the snapshot date. "Relevant pay period" means the period of 12 months ending on the relevant date.
- **"Shift premium pay"** means the difference between basic pay and any higher rate paid by the employer for work during different times of the day or night.
- **"Working hours"** means the hours when a relevant employee is available, or required to be available, at or near his or her place of employment for the purposes of working, but does not include the hours when the relevant employee is asleep, notwithstanding that the relevant employee, by arrangement, sleeps at or near his or her place of employment and the relevant employer provides suitable sleeping facilities for that relevant employee.