



Canbe Limited – Gender Pay Gap Report 2025

Introduction

This report is in accordance with the Gender Pay Gap Information Act 2021. It reflects Canbe Limited’s commitment to transparency, fairness, and equality in the workplace. Our aim is to ensure all employees, regardless of gender, have access to fair pay, career progression, and reward opportunities across all properties.

The data in this report covers all employees at our three properties: County Arms (Offaly), Dooly’s Hotel (Offaly), and Gardiner House (Dublin) based on a snapshot date of 24th June 2025. Bonus payments include those awarded in the 12 months up to this date.

Total hours worked by gender have been calculated based on actual paid hours during the 12-month reporting period (Method A). Additionally, benefits in kind (BIK), such as health insurance, are reported as the percentage of employees receiving them by gender, without disclosing individual amounts.

This report provides a clear overview of Canbe Limited’s mean and median hourly pay, pay quartiles, and related workforce data to demonstrate our commitment to gender pay equality.

1. Hourly Pay Gap Results

Quartile	Male (%)	Female (%)
Lower	30.91%	70.91%
Lower-middle	34.55%	65.45%
Upper-middle	36.36%	63.64%
Upper	37.04%	66.67%

Analysis

- Employees are ranked by hourly pay and divided into four quartiles from lowest to highest.
 - Both male and female employees are represented across all quartiles.
 - Female employees form a higher proportion overall, but both genders are consistently present at each pay level, demonstrating accessibility of opportunities.
 - Canbe Limited continues to review recruitment, training, and progression practices to maintain strong gender balance.
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1a. Total Hours Worked by Gender

Gender	Total Hours Worked	Percentage of Total Hours
Male	85291.44	38.9%
Female	134758.92	61.1%
Total	220050.36	100%

Analysis:

- Total hours worked are based on actual paid hours during the 12-month reporting period.
- Female employees account for a higher proportion of total hours worked, reflecting their representation across the workforce.
- This information supports transparency and provides context for pay calculations and quartile distribution.

2. Bonus Pay Gap Results

Measure	Male (€)	Female (€)	Gap (%)
Mean Bonus	1,222.55	170.77	86%
Median Bonus	100.00	50.00	50%
% of employees receiving a bonus	15%	9%	—

Analysis:

Property-Specific Context

- Canbe Limited operates three properties: County Arms (Offaly), Dooly's Hotel (Offaly), and Gardiner House (Dublin).
 - Bonus and recognition schemes are in place at County Arms and Gardiner House. Dooly's Hotel, having been recently acquired in May 2025, is in the process of implementing similar initiatives.
 - Performance and recognition programs are available to all eligible staff across properties, with winners determined through transparent and fair processes, ensuring inclusivity.
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3. Benefits in Kind (Health Insurance)

Benefit	Male (%)	Female (%)
Health Insurance (BIK)	1.3%	0.7%

Analysis:

- The table above shows the percentage of employees receiving benefits in kind (BIK), such as health insurance, by gender.
- Percentages are calculated based on the total number of employees of each gender.
- These figures do not disclose the value of individual benefits and are included to demonstrate transparency and equality of access.
- Canbe Limited continues to review and offer benefits equitably, ensuring that all employees have access to appropriate workplace support.

4. Positive Initiatives & Gender Equality Measures

- Performance bonuses are decided through staff voting, demonstrating transparency and gender-neutral processes.
- Bonuses for senior roles are linked to responsibilities and performance outcomes, rather than gender.
- Recruitment, promotion, and pay policies ensure equal access to opportunities across all properties and roles.
- Canbe Limited continues to monitor and review policies to maintain and improve gender equality in the workplace.

5. Career Progression / Development Opportunities

- Staff are encouraged to enhance career progression through formal studies, training, or on-the-job experience.
 - Leadership and operational training opportunities are available to all employees, regardless of gender.
 - Mentoring and support are provided for staff moving into higher-responsibility roles.
 - Professional development programs, such as hospitality courses and certifications, are accessible to all employees, ensuring equal opportunities for career growth. (e.g., hospitality courses, certifications) are accessible to all employees regardless of gender.
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6. Snapshot Date / Reporting Period

- All hourly pay and bonus figures in this report are based on a snapshot date of 24th June 2025.
 - Bonus payments included cover the 12 months leading up to the snapshot date, in line with Irish reporting requirements.
 - Total hours worked by employees are calculated for the same 12-month period, based on actual paid hours.
 - Benefits in kind (BIK), such as health insurance, are reported for the same period as the percentage of employees receiving them by gender, without disclosing individual amounts.
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7. Conclusion & Commitment

- Canbe Limited is committed to actively monitoring and addressing gender pay gaps across all properties.
- We will continue to:
 - Review recruitment, promotion, and reward practices to ensure fair and equitable treatment for all employees.
 - Monitor pay, bonus, and hours worked by gender annually to identify opportunities for improvement.
 - Support employees in achieving their potential through training, development, and career progression initiatives.
- Our goal is an inclusive workplace where opportunities and rewards are fair and transparent for all employees, supporting equality and diversity across all levels of the organisation.