



BORD GÁIS ENERGY THEATRE

Gender Pay Gap Report 2025

- Mean hourly remuneration gap for all employees is 1.1%
- Median hourly remuneration gap for all employees is -25.8%
- Mean hourly remuneration gap for part-time employees is -7.2%
- Median hourly remuneration gap for part-time employees is -4.8%
- Mean bonus remuneration gap for all employees is 12.3%
- Median bonus remuneration gap for all employees is -50.0%
- Of the total male employees, 61% received a bonus payment. Of the total female employees, 64% received a bonus payment.
- Of the total male employees, 3% (1 person) received benefit in kind. Of the total female employees, 0% received benefit in kind.

The table below shows the respective % of all employees who fall into the respective quartiles:

% of Females and Males in each Quartile

	Female	Male
Upper Quartile	38%	62%
Upper Middle Quartile	54%	46%
Lower Middle Quartile	43%	57%
Lower Quartile	31%	69%

At the Bord Gáis Energy Theatre, we're committed to creating an inclusive workplace where everyone has equal opportunity to succeed. All roles are open to everyone and recruitment and pay decisions are based solely on merit, in keeping with our commitment to equal opportunities. Our mean pay gap stands at 1.1 per cent, with an overall balanced gender mix across our team. The upper-quartile gap is explained by a greater number of men working in retail, technical and facilities roles. In addition, one leadership position includes a benefit-in-kind due to the seniority of the role.