



THE ROUND ROOM
AT THE MANSION HOUSE

GENDER GAP REPORT 2025

MHL EVENT MANAGEMENT LTD

The Gender Pay Gap is the difference in the average hourly wage of men and women across a workforce, expressed as a percentage of the average male earnings. It compares the pay of all working men and all working women; not just those in the same jobs, with the same working patterns or the same competencies, qualifications or experience. To be clear, it does not measure the difference between “similar work”. No gender receives higher pay for doing the same job. The Gender Pay Gap reflects the broad picture of pay between genders across the organisation as a whole, rather than direct comparisons between men and women in their roles with similar qualifications, responsibilities and experience. This report ensures compliance with the requirements of the Gender Pay Gap Information Act 2021 and it also shows our dedication to providing a work environment characterised by fairness and inclusivity.

CALCULATING GENDER PAY GAP

A snapshot date of June 30th 2025 was chosen. The period of reporting is the previous 12 months: 1st July 2024 – 30th June 2025 for every active employee of MHL. Employees' basic pay, plus any bonus paid in that period is taken into account. Service Charge is excluded from the report. Mean and Median Gender Pay Gaps are calculated by comparing the average hourly pay rates of men and women in the company.

GENDER BREAKDOWN AT 30/06/2025

123	MHL EMPLOYEES
97	FULL TIME EMPLOYEES
26	PART TIME EMPLOYEES
2	MATERNITY LEAVE

66	MALE	54%	OF 123 EMPLOYEES
57	FEMALE	46%	

FINDINGS / GENDER PAY GAP 2025

A gender pay gap which is positive indicates that, on average across the employed population, women are in a less favourable position than men. Where the gender pay gap is negative, this indicates the reverse - that, on average, men are in a less favourable position than women.

MEAN

The mean is the statistical average of a set of data. It is the difference between women's mean (average) hourly pay and men's mean (average) hourly pay.

MEDIAN

The median is the middle score for a set of data that has been arranged in order of magnitude. It is the difference between women's median hourly pay (the middle-paid woman) and men's median hourly pay (the middle-paid man).

COMPARING MEAN & MEDIAN

Mean and median GPG offer different perspectives to understand a company's pay practices. The median figure is often considered the more useful considering it is less swayed by extreme figures at either end of the pay spectrum.

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MEAN GENDER
PAY GAP
(HOURLY)

- 11%

MEDIAN GENDER
PAY GAP
(HOURLY)

- 1%



FINDINGS / GENDER PAY GAP 2025

There are more female employees in senior positions than males within the company, who have availed of benefits such as Bonuses. This report includes all the MHL companies which are Fire, Round Room and Administration Team.

NO BIK PAID IN MHL

**BONUS PAID TO
MEN**

9%

**BONUS PAID TO
WOMEN**

27%

FINDINGS / GENDER PAY GAP 2025

QUARTILE BANDS

Quartile refers to the division of employees into four even segments based on the value of their hourly wage and looking at the proportion of male and female employees in each segment. This methodology gives an indication of the gender representation at different levels of the organisation.

	54%	TOTAL	46%
	MALE		FEMALE
PROPORTION OF MALE AND FEMALE EMPLOYEES IN THE LOWER, LOWER MIDDLE, UPPER MIDDLE AND UPPER QUARTILE PAY BAND	53%	Q1 LOWER	47%
	59%	Q2 LOWER MID	41%
	63%	Q3 UPPER MID	37%
	41%	Q4 UPPER	59%

The pay quartiles show the proportion of male and female colleagues within each pay quartile by reference to their hourly pay. There are four pay quartiles: lower, lower middle, upper middle and upper. The quartiles are calculated by ranking hourly pay for each employee from lowest to highest. The ranking is then divided into four equal quartiles and the proportion of male and female employees in each quartile is determined. This metric provides an indication of the proportion of male and female staff in junior, middle and senior roles across the business.

CONCLUSION AND KEY TAKEAWAYS

Overall, the figures reported reflect the gender balance within the organisation.

When we compare this data to the Irish CSO statistics, where the average male earns 9.6% more than the average female, it is clear that, in MHL Event Management Ltd, women are not underrepresented.

MHL Event Management Ltd demonstrates that women play a leading and integral role in the management of our business.

It is important to emphasize that this Gender Gap Report represents a snapshot of data captured at a specific point in time. In our industry, even a single day can result in notable shifts in gender distribution, and this should be taken into account when interpreting the data.

While there may be some minor gender distribution imbalances at certain organisational levels, we recognise the opportunity to further enhance equity and inclusivity. To support this, the organisation can introduce initiatives to promote a more balanced workforce, with ongoing focus on gender diversity and pay equality.

Such initiatives may include targeted training and development, along with fostering an inclusive culture that supports career advancement for all employees.