Gender Pay Gap Report

November 2025

Monasterevin Motors Ltd.

Introduction

The Gender Pay Gap Information Act 2021 introduced the legislative basis for gender pay gap reporting in Ireland and requires organisations to report on their hourly gender pay gap.
As of 2025 organisations with over 50 employees are required to report by selecting a “snapshot” date in the month of June to base their reporting.

The snapshot date selected by Monasterevin Motors Ltd. was 30th June 2025. headcount of all employees on this date was carried out and the gender pay information was calculated based on those employees' remuneration between 1st July 2024 and 30th June 2025.

This Report sets out the Employment Profile and the Gender Pay Gap profile for the reporting period. Monasterevin Motors Ltd. has a mean gender pay gap of 13% in favour of men and a median gender pay gap of 16.55% in favour of men. An analysis on the reported pay gap and measures being undertaken to reduce the pay gap are outlined in the Report. A summary checklist in Appendix 1 concludes that all reporting requirements have been met in the publication of this Report.

The figures have been reached using the mechanisms that are set out in the gender pay gap reporting legislation.

Definitions

Gender Pay Gap (GPG): The gender pay gap is the difference on average across a population between men’s and women’s pay. The gender pay gap is usually represented as the average difference in gross hourly earnings of men and of women, expressed as a percentage of men's average gross hourly earnings. 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.

Employee Hourly Rate: The hourly remuneration of an employee is calculated by dividing the employee’s total ordinary pay in respect of the reporting period by the hours worked for that period. Ordinary pay includes: the normal salary paid to the employee; allowances; overtime; shift premium pay; pay for sick leave; any salary top-ups for statutory leaves like maternity / paternity / parent’s leave.

Mean Hourly GPG: The mean gender pay gap is the difference in the arithmetic average hourly pay for women compared to men, within our organisation.

Median Hourly GPG: The median gender pay gap is the difference between women’s median hourly pay (the middle-paid woman) and men’s median hourly pay (the middle-paid man). The median hourly pay is calculated by ranking all employees from the highest paid to the lowest paid and taking the hourly pay of the person in the middle.

Quartiles: Employees were organised into quartiles based on hourly remuneration of all male and female full-time employees: lower, lower middle, upper middle and upper. The proportion of male and female employees in each quartile was expressed as a percentage. There is no requirement to show this information for part-time employees or for temporary employees.

Snapshot Date: Employers to whom the reporting obligations apply are required to calculate and publish the gender pay gap information in respect of relevant persons employed by them on the chosen snapshot date, with the calculations to be based on those employees' remuneration for the 12-month period that precedes the snapshot date. Employers are required to choose a snapshot date. The snapshot date must be in June but may be any date in June.

Data

Source of Data

This report has been compiled using information from the company's time management system and payroll system

- The Time Management System (TMS), records employee information, provided the required employee data to enable compilation and analysis of this report, including data on employee gender, employment status, and work patterns.
- The payroll software used by the company provided pay information relevant to the reporting period, including data on ordinary pay including basic pay, allowances, and bonus.

The data supplied from the two systems above were analysed, which enabled the required calculations to be carried out.

Adjustments and approximations

A headcount of the organisation's employees on the snapshot date confirmed the organisation had over 50 employees as of that date. The metrics in this report are calculated by reference to the employee breakdown and reflect the number of employees on the snapshot date who identify as male or as female.

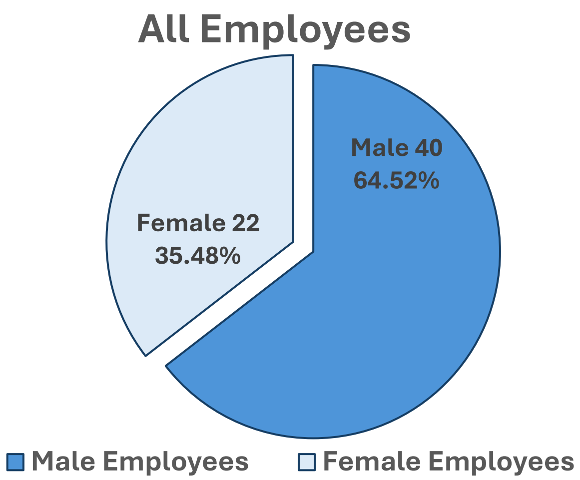
- Employees on sick leave are included in the report.
- Employees on unpaid leave, such as career breaks, who have received no pay during the reporting period are included in the headcount, but not included in the report.

Data Protection

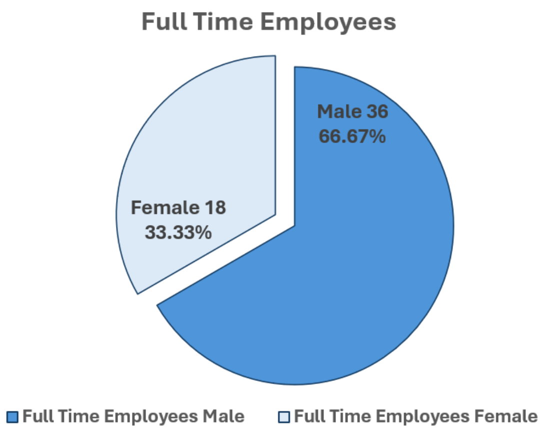
All processing was carried out by members of the Human Resources Department in conjunction with members of the Payroll Department in line with Data Protection obligations.
All data used for producing this report was processed by employees who would have access to the data as part of their daily duties within the Human Resources and Payroll Departments of the company.
All statistics provided in this report are combined and do not identify individuals.

Employment Profile

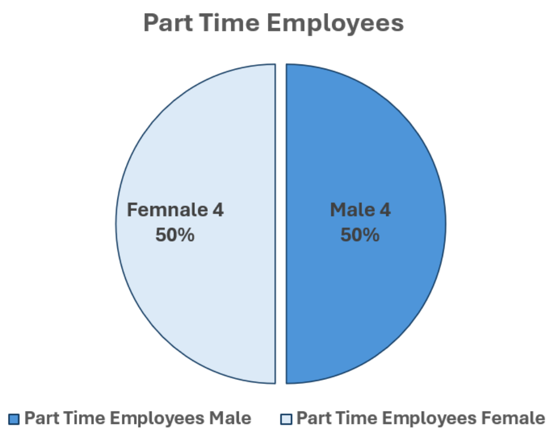
On 30th June 2025, there were 62 employees in Monasterevin Motors Ltd. Fare.



All Employees - 62
Female 22 I Male 40



Full Time Employees - 54
Female 18 I Male 36



Part Time Employees - 8
Female 4 I Male 4

Gender Pay Gap Profile

The Gender Pay Gap Information Act 2021 requires organisations to provide the ***Mean Gender Pay Gap %*** and the ***Median Gender Pay Gap %*** across three different categories:

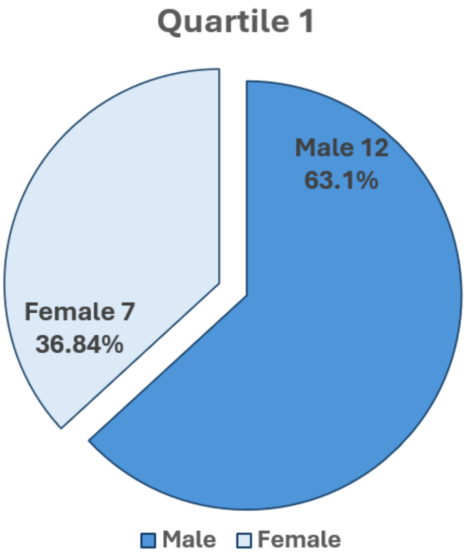
- All Employees
- Part-Time Employees
- Temporary Employees

Gender Gap in Hourly Renumeration		
	Mean %	**Median %**
All Employees	**13.00%**	**16.55%**
Part Time Employees	**8.62%**	**9.35%**
Temporary Employees	**NA**	**NA**

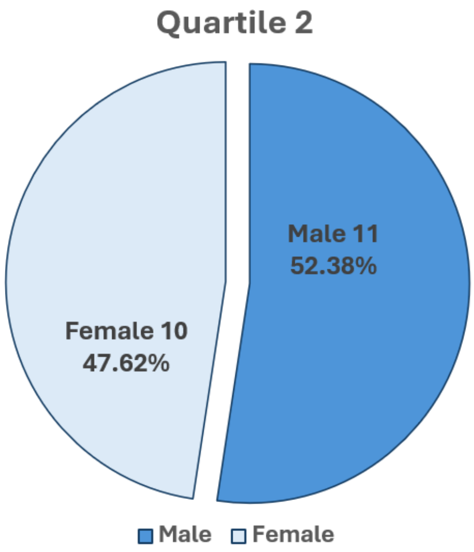
Gender Breakdown by Quartile

Employees were organised into quartiles based on hourly remuneration of all male and female fulltime employees (n=62): lower, lower middle, upper middle and upper.

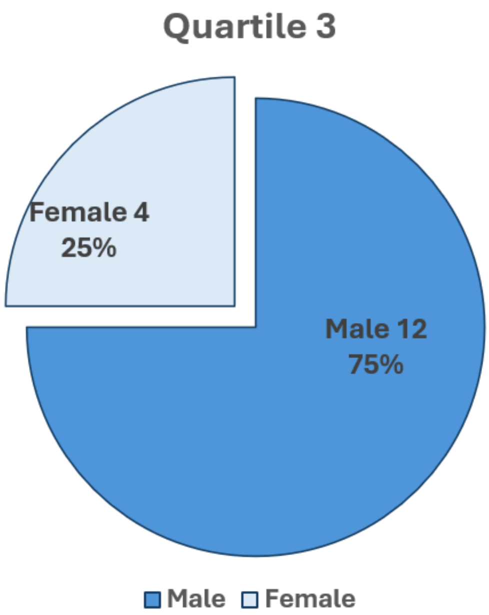
The proportion of male and female full-time employees in each quartile was expressed as a percentage. There is no requirement to show this information for part-time or temporary employees.



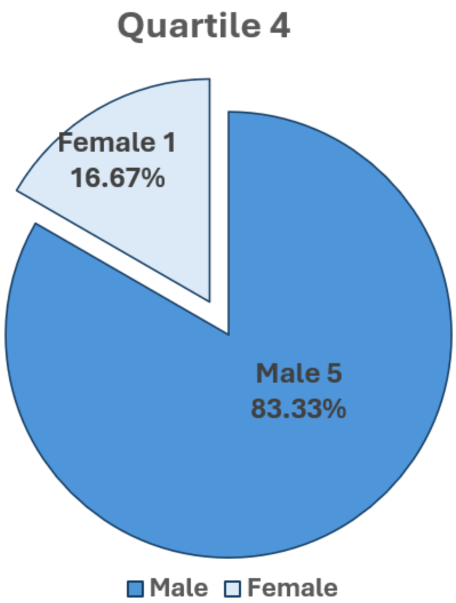
Quartile 1 - Lower
Employees 19
Female 7 I Male 12



Quartile 2 - Lower Middle
Employees 21
Female 10 I Male 11



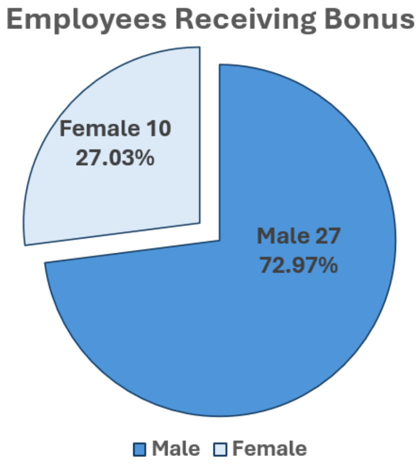
Quartile 3 - Upper Middle
Employees 16
Female 4 I Male 12



Quartile 4 - Upper
Employees 6
Female 1 I Male 5

Gender Breakdown by Bonus

The proportion of male and female employees receiving bonus.



Employees Receiving Bonus
Employees 37
Female 10 I Male 27

Summary

Monasterevin Motors Ltd. is an equal opportunities employer and adheres to standard rates of pay, particularly at entry level role and views its employees as individuals with varying levels of experience and potential. Remuneration levels are often determined by these attributes along with individual performance and it never considers the gender of employees.

The gaps that are present illustrate Monasterevin Motors Ltd. gender-neutral approach to pay and emphasize that gaps are primarily driven by male overrepresentation in senior and technical roles, in line with motor dealerships trends in Ireland. The gaps reflect structural workforce imbalances rather than equal pay issues, considering the motor industry is inherently male dominated.

Monasterevin Motors Ltd. is open to participating in relevant Irish Government initiatives that focus on strategies to improve female representation in leadership and technical roles.

Monasterevin Motors Ltd. is committed to monitoring its recruitment and promotion policies to ensure that there is no bias towards either gender. Our aim is to provide long-term, satisfying careers, where every individual, at all levels, has the opportunity to develop to their full potential and evolve with the company.

Appendix 1

Gender Pay Gap Reporting Compliance Checklist (Ireland 2025)

This checklist confirms that all reporting requirements under Ireland's Gender Pay Gap legislation for 2025 have been met in the publication of this report.

Employer Coverage

- Organisation has 50 or more employees on the chosen snapshot date in June 2025.

Snapshot Date

- A snapshot date in June 2025 was selected.
- Pay data covers the 12 months preceding the snapshot date.

Publication Deadline

- Report published within five months of the snapshot date

Publication Location

- Report is publicly accessible on the company website.
- Retained online for at least three years.
- Prepared for upload to the Gender Pay Gap Portal (mandatory from 2026; voluntary in 2025).

Required Metrics Included

- Mean and median hourly pay gap for all employees, part-time employees, and temporary contract employees.
- Mean and median bonus pay gap.
- Proportion of men and women receiving bonus remuneration and benefits-in-kind.
- Distribution of male and female employees across four pay quartiles.

Narrative Explanation

- Report includes a written narrative explaining reasons for any identified pay gaps and measures taken or planned to reduce/eliminate gaps.

Data Accuracy

- All employees on the snapshot date included (full-time, part-time, fixed-term).
- Excluded: former employees, agency staff paid by third parties, contractors

Compliance with Legislation

- Prepared in line with Gender Pay Gap Information Act 2021 and Employment Equality Act 1998 (Section 20A) Regulations 2025.