

Gender Pay Gap

Report 2025

CEO INTRODUCTION

At The Convention Centre Dublin (The CCD), we strive to be a diverse and inclusive employer with a positive workplace culture. We are committed to fostering a fair and equitable workplace.

As an SME operating in a dynamic and client-focused industry, we recognise the importance of transparency in our people practices.

This report marks our first publication under the Gender Pay Gap Information Act 2021 and reflects our ongoing commitment to understanding and addressing gender-based disparities.

By sharing this data, we aim to build awareness, promote accountability and support meaningful progress towards gender equity across our organisation and to ensure that The CCD continues to be an employer of choice in Ireland.

Stephen Meehan, Chief Executive



ORGANISATIONAL CONTEXT

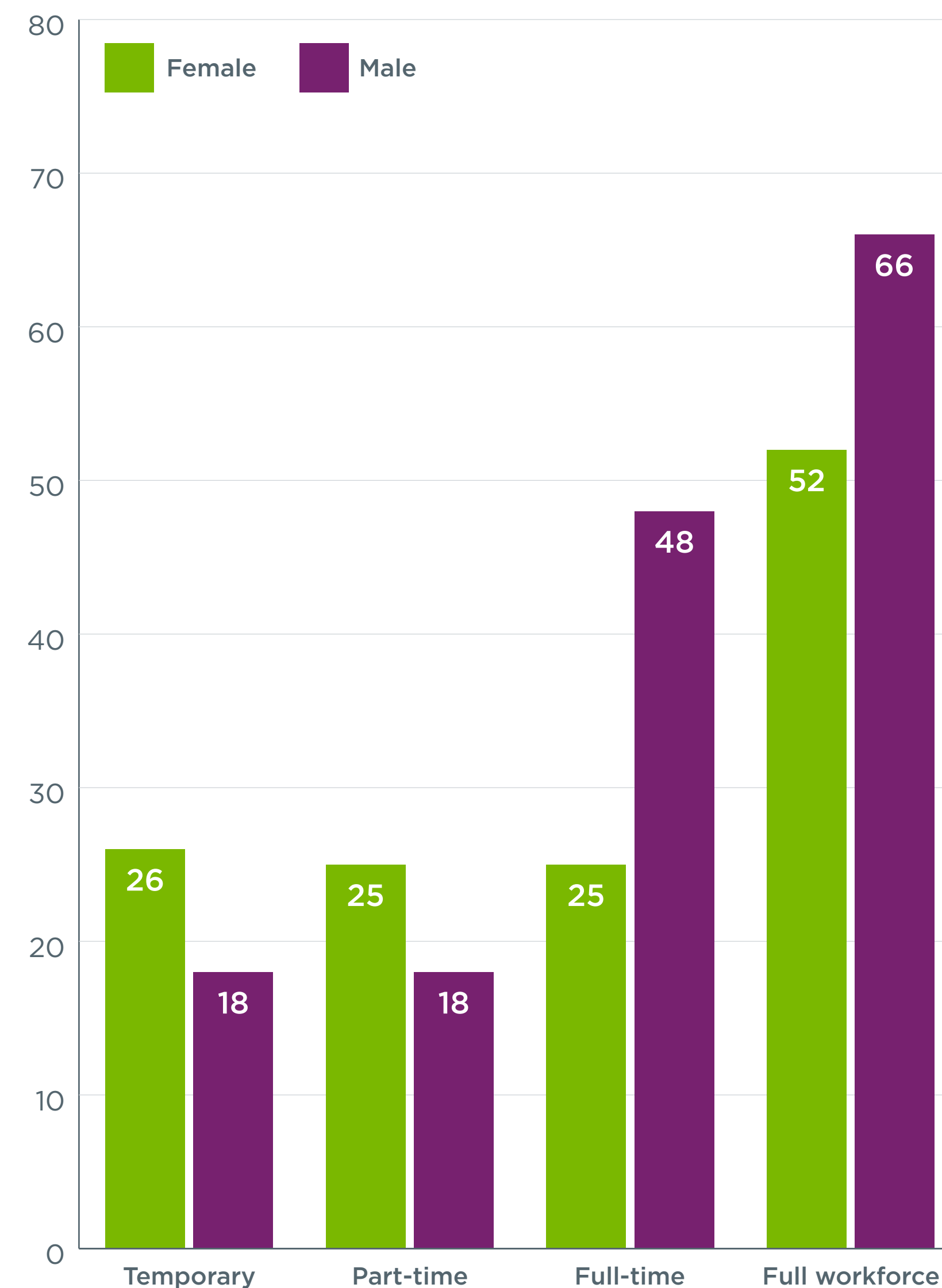
The Convention Centre Dublin was developed to provide a world-class conference venue in the heart of Ireland's capital city to entice the international business tourism market. Since The CCD opened in September 2010, we have hosted over 2,400 events and welcomed over 1.5 million visitors and delegates. The business continues to position Ireland on the world stage for international conferences and events.

Working at The CCD offers employees the opportunity to contribute meaningfully to the promotion of business tourism in Dublin and Ireland. Team members engage with a diverse range of clients, service partners and colleagues who are leaders in their fields. The CCD is a workplace that supports continuous learning and development, encouraging individuals to grow their expertise and build rewarding careers.

The CCD employs a diverse team across a range of roles and functions. In addition to permanent full-time positions, we have a sizeable number of part-time and temporary roles that support the dynamic nature of our operations and event schedule. This flexible workforce model enables us to respond effectively to varying business demands while providing opportunities for a broad range of individuals to contribute to our success.

On the snapshot date of 30 June 2025, there were 118 employees.

Workforce Breakdown



UNDERSTANDING THE GENDER PAY GAP IN IRELAND

The gender pay gap is the difference in average hourly earnings between men and women across an organisation or the wider workforce. It does not compare individuals with the same role; it reflects overall pay levels.

In Ireland, this gap often stems from how men and women are represented across roles. Men are more likely to hold senior, higher-paid positions, while women are more likely to work part-time or in lower-paid roles. This highlights unequal access to opportunity, not necessarily unequal pay for the same job.

To address this, Ireland introduced legislation requiring organisations to report on gender pay differences. These reports help identify patterns that may not be intentional but still affect fairness. By doing so, employers can take meaningful steps towards building a more inclusive and equitable workplace.

CALCULATING OUR FIGURES

The Gender Pay Gap Information Act 2021 legislation is supported by detailed regulations under the Employment Equality Act 1998 (Section 20A), which have been updated each year to reflect the expanding scope.

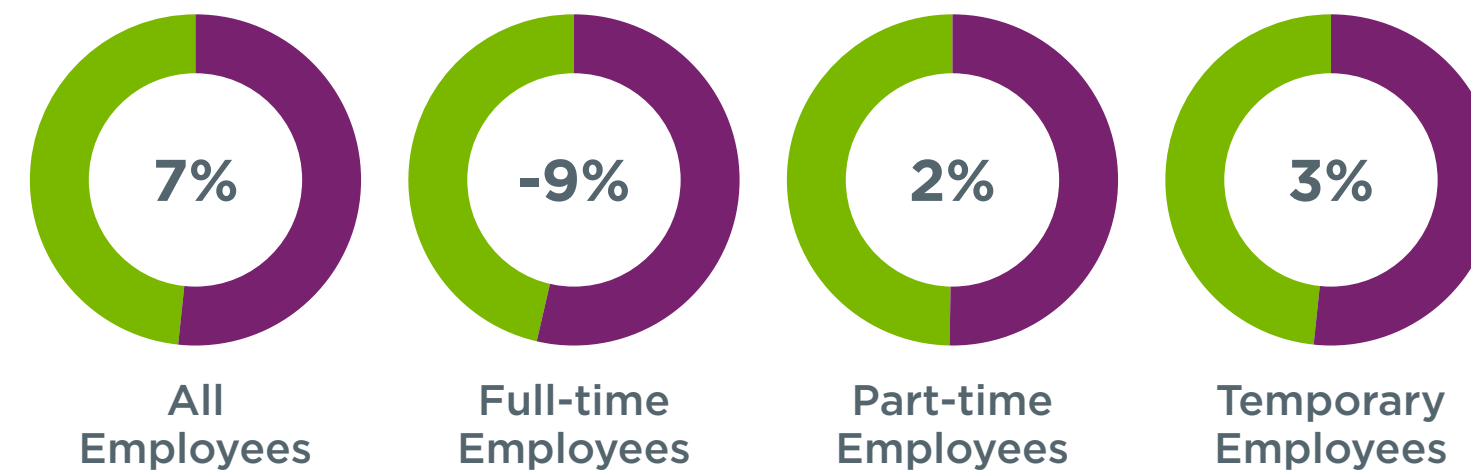
From June 2025, Irish legislation requires all employers with 50 or more employees to report on their gender pay gap.

The CCD's gender pay gap data was collected on the snapshot date of 30 June 2025.

OUR GENDER PAY GAP FIGURES

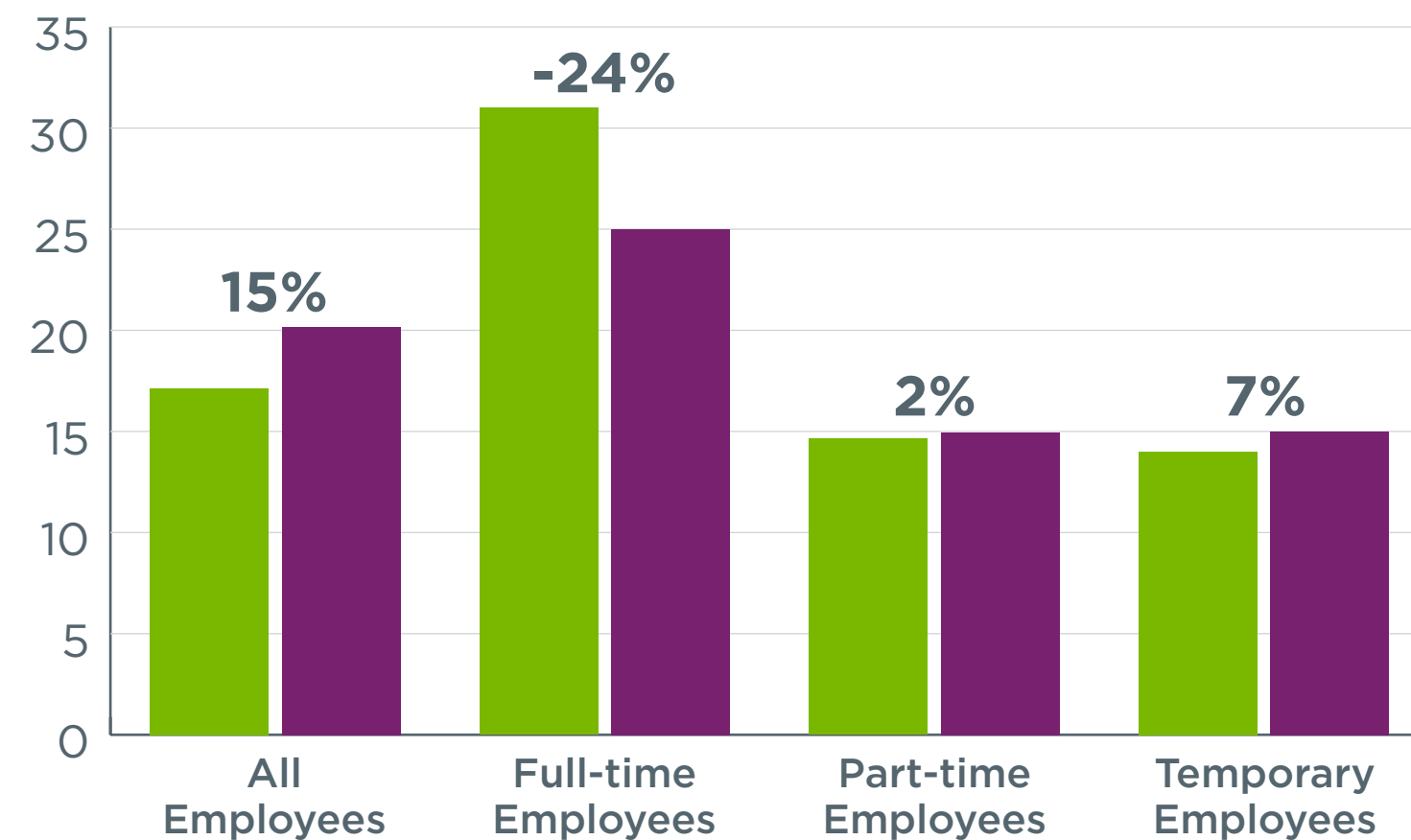
Mean Gender Pay Gap

The mean gender pay gap is calculated by adding up the pay of all relevant parties and dividing the figure by the number of employees.



Median Gender Pay Gap

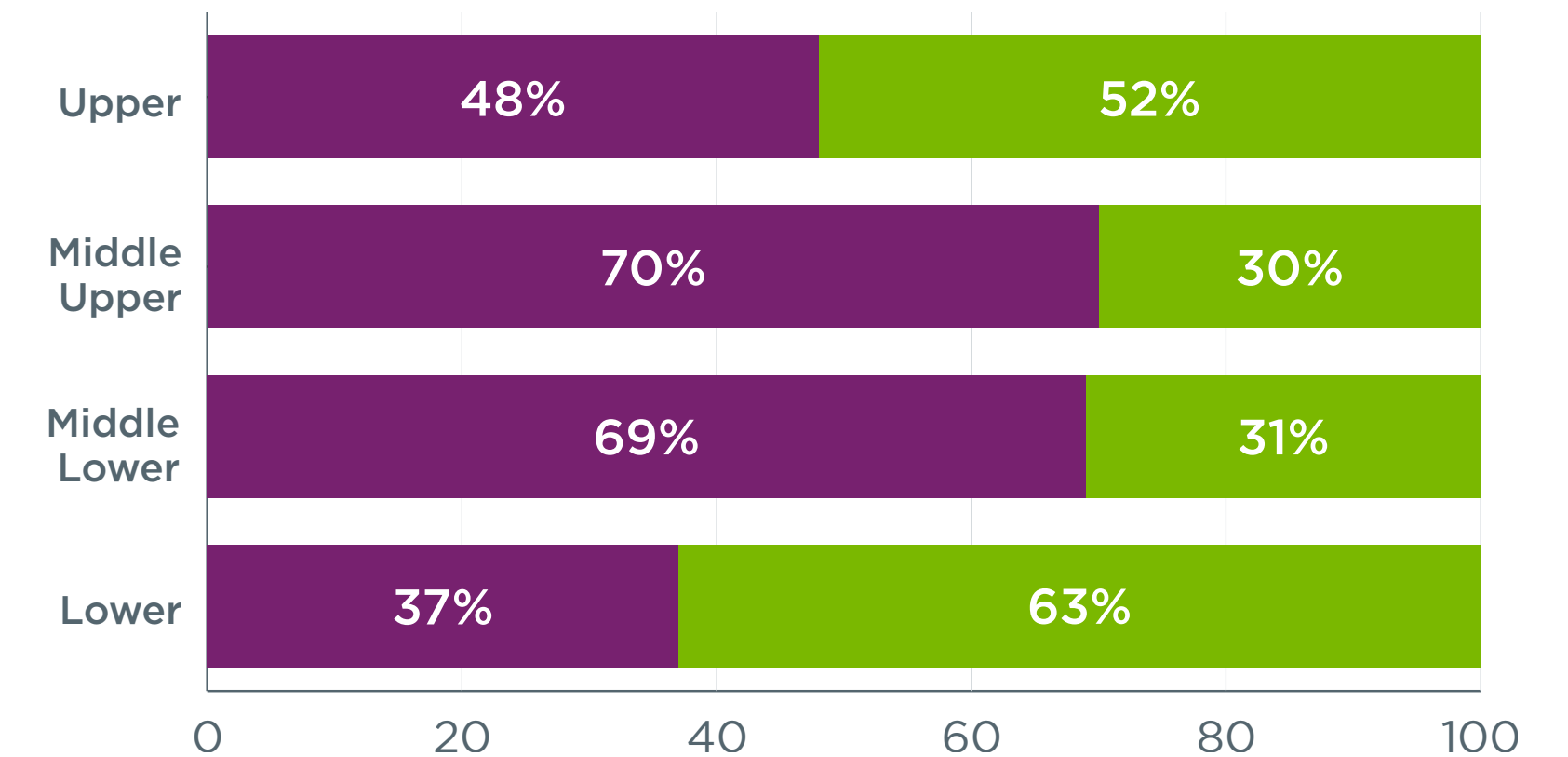
The median gender pay gap is the difference between the hourly pay between the 'middle' woman and 'middle' man.



Men and women in the same roles at The CCD are paid equally. There is a mean gender pay gap of 7% and a median gender pay gap of 15%.

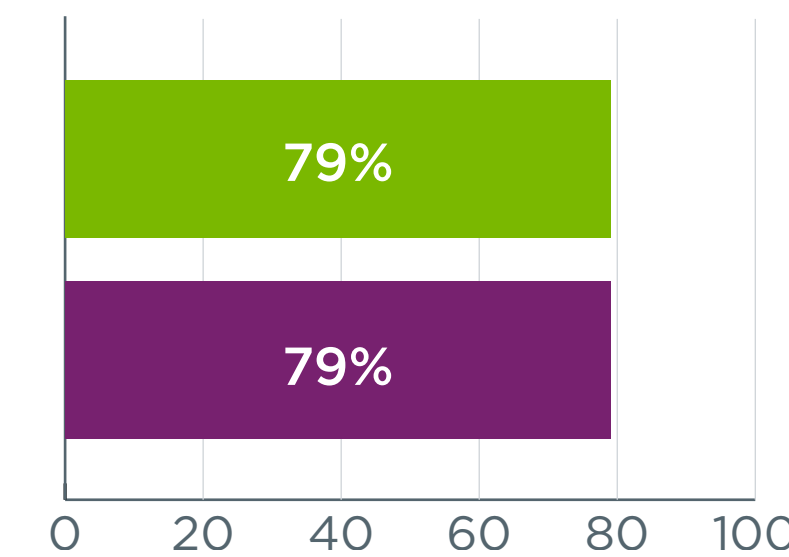
Pay Quartiles

Each pay quartile represents a quarter or 25% of our total workforce.



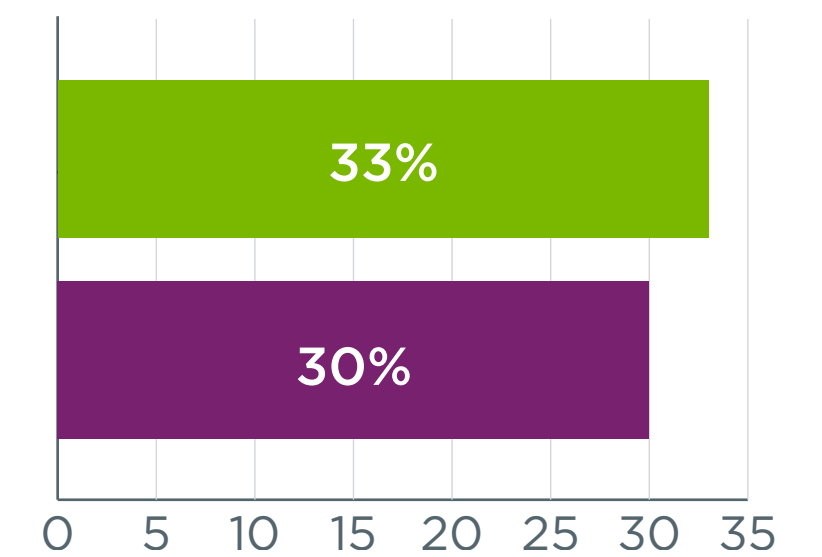
Bonus

Percentage of male and female employees who were paid bonus remuneration



Benefit-in-kind

Percentage of male and female employees who received benefits in kind



While there is a higher proportion of women in part-time and temporary roles, analysis of the permanent workforce shows a greater percentage of men overall. Within the upper pay quartile, women are highly represented.

LEGEND

Female Male

HOW WE ADDRESS THE GAP

PAY AUDITS

- We analyse pay data across roles, grades and departments to ensure fairness and consistency.
- We conduct audits to track progress and inform any action plans.

RECRUITMENT

- We use structured interviews and scoring systems to minimise subjective decision-making and reduce unconscious bias in recruitment and promotion.
- We implement clear and transparent criteria for salary decisions and career progression to ensure fairness and consistency.
- We review and optimise applicant tracking systems (ATS) to:
 - Standardise candidate evaluation processes.
 - Identify and address potential bias in hiring patterns.
 - Support data-driven decision-making.
- We ensure gender balance in The CCD's employer branding and collateral, including imagery, language and representation across recruitment materials, to help attract a more balanced workforce.

SUPPORT FLEXIBLE WORKING

- We promote equitable access to flexible working arrangements across all levels and departments, recognising that remote working may not be suitable for all operational and service-based roles, and ensuring flexibility is applied fairly within the context of each role.
- We ensure part-time and flexible workers have the same opportunities for promotion, training and performance-related rewards as their full-time counterparts.
- We encourage flexible working for all genders to help normalise uptake and reduce associated stigma.

ADDRESS OCCUPATIONAL SEGREGATION

- We encourage gender diversity across all roles, especially in traditionally male- or female-dominated areas.
- We provide mentoring and development opportunities to support career mobility.

LEADERSHIP AND DEVELOPMENT

- We have structured career development plans to support transparent progression pathways, helping to ensure equal opportunities for advancement.
- We expand access to mentoring programmes across all levels to provide guidance, build confidence and support career growth, particularly for women, helping to address any imbalances in leadership representation.
- We deliver Diversity, Equity and Inclusion (DEI) training to equip leaders and managers with the awareness and tools to make fair, inclusive decisions in recruitment, promotion and talent development.

