

J D Wetherspoon plc

Gender pay gap report Ireland 2025

Ireland pay gap June 2025

In line with the Employment Equality Act 1998 (Section 20A) (Gender Pay Gap Information) Regulations 2022, SI no. 264 of 2022 in the Republic of Ireland, the Ireland pay gap report for 2025 has been completed.

The regulations require organisations with over 150 employees to report on their hourly gender pay gap, at a snapshot date, across a range of metrics, including hourly remuneration, bonuses, different contracts (eg part time, temporary and permanent) and the percentage of male and female employees receiving additional benefits. Reporting requirements include:

- mean hourly remuneration gap
- median hourly remuneration gap
- mean bonus remuneration gap
- median bonus remuneration gap
- mean hourly remuneration gap of part-time employees
- median hourly remuneration gap of part-time employees
- mean hourly remuneration gap of temporary contract employees
- median hourly remuneration gap of temporary contract employees
- percentage of male employees who were paid bonus remuneration and percentage of female employees who were paid bonus remuneration
- percentage of male employees who received a benefit in kind and percentage of female employees who received a benefit in kind
- percentage of males and females when divided into four quartiles, ordered from lowest to highest pay

The 2025 results

All positions	22 June 2025 (%)	23 June 2024 (%)	26 June 2023 (%)	26 June 2022 (%)
Mean hourly remuneration gap	2.14	3.60	7.56	6.79
Median hourly remuneration gap	-0.92	0.84	1.54	1.04
Mean bonus remuneration gap	12.07	33.92	37.40	53.16
Median bonus remuneration gap	-21.24	26.46	33.02	32.03
Mean hourly remuneration gap of part-time employees	0.71	0.84	2.62	-0.18*
Median hourly remuneration gap of part-time employees	-1.00	0.85	1.40	0.52
Percentage of males who received a bonus	87.90	52.78	58.89	62.68
Percentage of females who received a bonus	93.80	51.60	62.50	63.95
Percentage of males who received a benefit in kind	0	0	0	0
Percentage of females who received a benefit in kind	0	0	0	0
No of employees on a temporary contract	0	0	0	0
Quartiles				
Lower quartile male/female	52/48	45/55	36/64	41/59
Lower-middle quartile male/female	60/40	50/50	50/50	45/55
Upper-middle quartile male/female	44/56	50/50	53/47	46/54
Upper quartile male/female	58/42	55/45	52/48	46/54

*A negative pay-gap figure means that, on average, women earned more than men; a positive pay-gap figure means that, on average, men earned more than women.

Understanding the results

Gender pay gap

The gender pay gap is a measure of the difference in the average pay of men and women, regardless of their role.

There were 417 employees deemed to be in relevant employment on the snapshot date of 22 June 2025 across six pubs in Ireland.

Of our workforce in Ireland, 46.5% is female. In a majority of positions where both females and males are represented, females receive a rate of pay either equal to or higher than that of males. There are, however, fewer females in management roles – which contributes to the calculated mean pay gap of 2.74%.

Employees paid by the hour receive an hourly rate in line with their role and pay banding.

Gender bonus gap

All employees, irrespective of job role and length of service, are eligible for a bonus.

The analysis shows that a similar proportion of females and males received bonus payments. The bonus gap, however, reflects the higher proportion of males in management positions and working more hours than females.

Regulations require that the median and mean bonus gap results be calculated on the value of bonus earned, taking no account of hours worked. Females, on average, work fewer hours.

On a per-hour calculation, the median and mean bonus gap is (21.24%) and 12.07%, respectively. A negative pay-gap figure means that, on average, women earned more bonus, per hour, than men, although the overall value of bonus was lower, since they worked fewer hours.

Comment

Wetherspoon is committed to equality of opportunity and promotes a diverse and inclusive working environment in all of our pubs in Ireland and the UK.

Employees have an equal opportunity to develop their career, including a non-biased selection process for promotional opportunities and training.

Declaration

I am confident that the data and information reported are accurate as of the snapshot date of 22 June 2025 and have been calculated according to the requirements of the Employment Equality Act 1998 (Section 20A) (Gender Pay Gap Information) Regulations 2022, SI no. 264 of 2022 in the Republic of Ireland.

John Hutson | Chief Executive

31 October 2025

