

Ballymore Properties Ireland Limited Gender Pay Gap Report 2025

Gender Pay Gap Report 2025

The snapshot date for this report is 30 June 2025, and the publication date is 30 November 2025.

On the snapshot date, the organisation employed a total of 106 employees, comprising:

- 76 males (71.7%)
- 30 females (28.3%)

Gender Pay Gap

Mean Hourly Wage Gender Pay Gap

The mean gender pay gap represents the difference between the average hourly earnings of female employees and male employees.

- 34% for all employees
- -31% for part-time employees
- -45% for temporary employees

Median Hourly Wage Gender Pay Gap

The median gender pay gap is the difference between the median hourly earnings of female employees and male employees.

- 33% for all employees
- 12% for part-time employees
- -114% for temporary employees

Bonus Gender Pay Gap

- 83% of men in Ballymore received a bonus.

- 97% of women in Ballymore received a bonus.

Mean Bonus Gender Pay Gap

The mean gender bonus gap is the difference between the average bonus received by female employees and the average bonus received by male employees.

- 57% for all employees including part-time and temporary employees.

Median Bonus Gender Pay Gap

The median gender bonus gap is the difference between the median bonus received by female employees and the median bonus received by male employees.

- 35% for all employees including part-time and temporary employees.

Benefit in Kind

- 50% of men in Ballymore received benefits in kind.
- 57% of women in Ballymore received benefits in kind.

Quartiles based on hourly remuneration

Quartiles	Male	Female
Lower	56%	44%
Lower Middle	73%	27%
Upper Middle	74%	26%
Upper	85%	15%