GENDER PAY GAP REPORT 2026

Employer: Banta Restaurants Limited

Business/Premises: Restaurants in Dublin and Galway; head office 9 James Terrace, Malahide, Co. Dublin

Snapshot Date: 28 June 2026

Relevant Pay Period: 30 June 2025 to 28 June 2026

Number of Employees on Snapshot Date: 137

Date Report Published: 11 November 2026

1. ABOUT THIS REPORT

This Gender Pay Gap Report has been prepared in accordance with the Gender Pay Gap Information Act 2021 and the Employment Equality Act 1998 (Section 20A) (Gender Pay Gap Information) Regulations, as amended. The Gender Pay Gap measures the difference between the average remuneration of male and female employees across the organisation. A Gender Pay Gap does not necessarily mean that males and females are being paid different rates for carrying out the same work. A gap may arise because of differences in the types of roles undertaken, working patterns, seniority, hours worked or the gender profile within different levels of the organisation.

PART A – PAYROLL CALCULATION INFORMATION

2. EMPLOYEE INFORMATION

Information	Male	Female	Total
Employees on snapshot date	81	56	137
Part-time employees	59	48	107
Employees on temporary contracts	0	0	0
Employees receiving bonus remuneration	0	0	0
Employees receiving benefits in kind	1	1	2

3. HOURLY REMUNERATION

Measure	Male	Female	Gender Pay Gap %
Mean hourly remuneration	€17.08	€15.40	9.86%
Median hourly remuneration	€14.63	€14.69	-0.42%
Mean hourly remuneration – part-time employees	€14.31	€14.49	-1.20%
Median hourly remuneration – part-time employees	€14.20	€14.48	-2.01%
Mean hourly remuneration – temporary employees	N/A	N/A	N/A
Median hourly remuneration – temporary employees	N/A	N/A	N/A

There were no employees on temporary contracts on the snapshot date.

Additional information (voluntary): full-time employees

Measure	Male	Female	Gender Pay Gap %
Mean hourly remuneration – full-time employees	€24.25	€20.74	14.45%
Median hourly remuneration – full-time employees	€24.45	€19.50	20.24%

Gender Pay Gap Formula

For the applicable mean or median calculation:
(Male remuneration − Female remuneration) divided by Male remuneration, multiplied by 100 = Gender Pay Gap %

A positive figure indicates that average male remuneration is higher. A negative figure indicates that average female remuneration is higher.

4. BONUS REMUNERATION

Measure	Male	Female	Gender Bonus Gap %
Mean bonus remuneration	€0.00	€0.00	N/A
Median bonus remuneration	€0.00	€0.00	N/A

Employees Receiving a Bonus

	Male	Female
Number receiving bonus remuneration	0	0
Total employees	81	56
Percentage receiving bonus remuneration	0%	0%

No bonus remuneration was paid during the relevant pay period to employees employed on the snapshot date, so no bonus gap arises.

5. BENEFITS IN KIND

	Male	Female
Number receiving benefits in kind	1	1
Total employees	81	56
Percentage receiving benefits in kind	1.23%	1.79%

6. PAY QUARTILES

Employees with paid hours during the relevant pay period (134) were ranked from the lowest to the highest hourly remuneration and divided as evenly as possible into four pay bands.

Pay Quartile	Male %	Female %
Lower Quartile	54.55%	45.45%
Lower-Middle Quartile	64.71%	35.29%
Upper-Middle Quartile	51.52%	48.48%
Upper Quartile	64.71%	35.29%

PART B – PUBLISHABLE GENDER PAY GAP REPORT

7. OUR GENDER PAY GAP RESULTS

Our Gender Pay Gap results for 2026 are as follows:

Measure	Gender Pay Gap
Mean hourly Gender Pay Gap	9.86%
Median hourly Gender Pay Gap	-0.42%
Mean hourly Gender Pay Gap – part-time employees	-1.20%
Median hourly Gender Pay Gap – part-time employees	-2.01%
Mean hourly Gender Pay Gap – temporary employees	N/A
Median hourly Gender Pay Gap – temporary employees	N/A
Mean Gender Bonus Gap	N/A
Median Gender Bonus Gap	N/A

Bonus Payments

	Male	Female
Percentage receiving bonus remuneration	0%	0%

Benefits in Kind

	Male	Female
Percentage receiving benefits in kind	1.23%	1.79%

8. PAY QUARTILES

The gender representation within each of our four pay quartiles is:

Pay Quartile	Male	Female
Lower Quartile	54.55%	45.45%
Lower-Middle Quartile	64.71%	35.29%
Upper-Middle Quartile	51.52%	48.48%
Upper Quartile	64.71%	35.29%

9. EXPLANATION OF OUR GENDER PAY GAP

Our Gender Pay Gap figures show a difference of 9.86% in mean hourly remuneration and -0.42% in median hourly remuneration.

We have reviewed the results and consider that the principal factors contributing to the Gender Pay Gap include:

- **The gender profile of senior positions.** Of our 30 full-time salaried employees, 22 are male and 8 are female. Most head chef, sous chef, general manager and group executive roles, which are our highest-paid positions, are held by men. This raises the male mean while the median is largely unaffected.
- **The distribution of males and females across job categories.** Professional kitchens in Ireland have historically employed more men than women, particularly in senior chef roles, and our workforce reflects this.
- **Differences in full-time and part-time working patterns.** Most of our female employees (48 of 56) work part-time in hourly-paid roles. Among part-time employees, women's average hourly pay is slightly higher than men's.

The median gap of -0.42% shows that the typical male and female employee are paid at very similar hourly rates. Pay rates are set by role and experience, not by gender. Because only 8 women hold full-time roles, one appointment or departure can move the figures noticeably from year to year.

10. ACTIONS TO ADDRESS THE GENDER PAY GAP

We are committed to equality of opportunity and to ensuring that our remuneration and employment practices are fair and objective.

Following our review of the Gender Pay Gap information, the measures we are taking or proposing to take include:

☒ Reviewing recruitment and selection practices, including encouraging applications from women for head chef, sous chef and management vacancies.

☒ Reviewing opportunities for progression and promotion, supporting women in supervisor, chef de partie and part-time roles who wish to move into full-time and senior positions.

☒ Reviewing gender representation within management and senior positions.

☒ Reviewing pay structures, allowances and bonus arrangements, so that pay continues to be set by role.

☒ Reviewing access to training and development opportunities.

☒ Reviewing part-time and flexible working arrangements, including flexible rostering for full-time roles where the business allows.

☒ Monitoring Gender Pay Gap information annually.

The actions taken by the organisation will be kept under review as part of future Gender Pay Gap Reporting.

11. DECLARATION

This report has been prepared using the payroll and employment information available to the organisation for the applicable reporting period.

Signed: *Electronically signed by Oliver Dunne, Owner*

Name: Oliver Dunne

Position: Owner

Date: 11 November 2026