VOCO BY IHG The Club

Gender Pay Gap Report 2026

Introduction

We firmly believe that our people are our greatest asset and we are dedicated to fostering a workplace culture that values and embraces diversity across all levels of our organisation. Kildare Hotel Opportunities Ltd T/A VOCO The Club used a snapshot date of June 27th 2026 for the purposes of reporting.

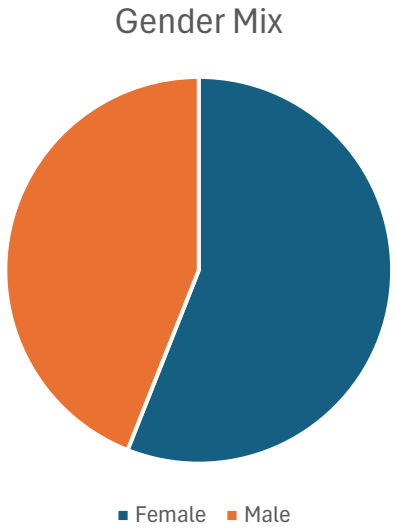
The company operates hospitality business with revenues weighted to seasonal periods, mainly summer months and December. The figures in this report therefore reflect a high business period and a large number of staff and should be interpreted in this context.

During the reporting period there was a workforce of 57 employees (32 female, 25 male).

This report outlines the Gender Pay Gap metrics for 2026, representing the data for Kildare Hotel Opportunties Ltd to fulfil current legislative requirements. At Kildare Hotel Opportunities Ltd, we are committed to identifying and appointing the best candidate for every role, supporting and developing our team members, and ensuring that everyone has a fair and equal opportunity to succeed. We are equally dedicated to recognising and rewarding the contributions of every individual across our team.

Waw Hospitality Ltd Gender Split Details

Female 56%
Male 44%



Gender Pay Report 2026 Our Results: Mean & Median Pay Gaps

Mean bonus remuneration pay gap	0%
* Not applicable.	
Median bonus remuneration pay gap	0%
* Not applicable.	
Mean hourly pay gap (all employees)	6.12%
*6.12% in favour of male employees.	
Mean hourly pay gap (part-time employees)	2.93%
*2.93% in favour of male employees	
Mean hourly pay gap (temporary employees)	0%
* Does not apply.	
Median hourly remuneration pay gap (all employees)	7.99%
* 7.99% in favour of male employees.	
Median hourly remuneration pay gap (part-time employees)	10.04%
* 10.04% in favour of male employees.	
Median hourly remuneration pay gap (temporary employees)	0%

Gender Pay Report 2026
Our Results

Hourly Pay Quartiles

	Male	Female
- Upper	44%	56%
- Upper Middle	33%	67%
- Lower Middle	43%	57%
- Lower	64%	36%

Benefits in Kind Bonuses

Percentage who received benefits in kin

- Male: 0%
- Female: 0%

Percentage who received paid bonuses

- Male: 0% No employees were paid a bonus
- Female: 0%

Our Comments & Addressing the Gender Pay Gap

Our gender pay gap primarily reflects workforce composition, with males holding a higher proportion of senior, higher-paid roles and females more frequently represented in lower-paid and part-time positions. A contributing factor is that entry level, part-time roles such as house-keeping and restaurant servers tend to be occupied by mostly female employees, whilst the kitchen team, predominantly male, are higher paid as an industry norm.

This structural distribution remains the key factor influencing the overall pay gap, though continued recruitment and progression initiatives are expected to improve balance over time. Kildare Hotel Opportunities Ltd is committed to reducing gender pay differences and promoting equal pay for all employees.

Current and Planned Measures to Address the Gender Pay Gap

Recruitment and Promotion Practices

- Introduce gender-balanced recruitment shortlists.
- Encourage internal and external female candidates to apply for senior and management roles.
- Review job descriptions to ensure they are inclusive and free from bias.

Pay and Reward Review

- Conduct annual remuneration reviews to ensure pay equality across roles and genders.

Career Development and Leadership Opportunities

- Encourage female employees to participate in mentoring and leadership opportunities to support progression into management roles. Provide equal access to training and development for all employees.

Policy

- Review and update the Equality, Diversity & Inclusion (EDI) Policy to ensure it reflects best practice and supports gender equity across all areas of the business.