KERRY AIRPORT IRELAND

GENDER PAY GAP REPORT 2025

Understanding the Gender Pay Report

Why do we have this report?

The Gender Pay Gap Information Act, 2021 requires companies, who have more than 50 employees, to report on their gender pay gap and to publish the data, within six months of a snapshot date, in a manner that is accessible to employees and the public.

This is the first Gender Pay Gap Report for Kerry Airport.

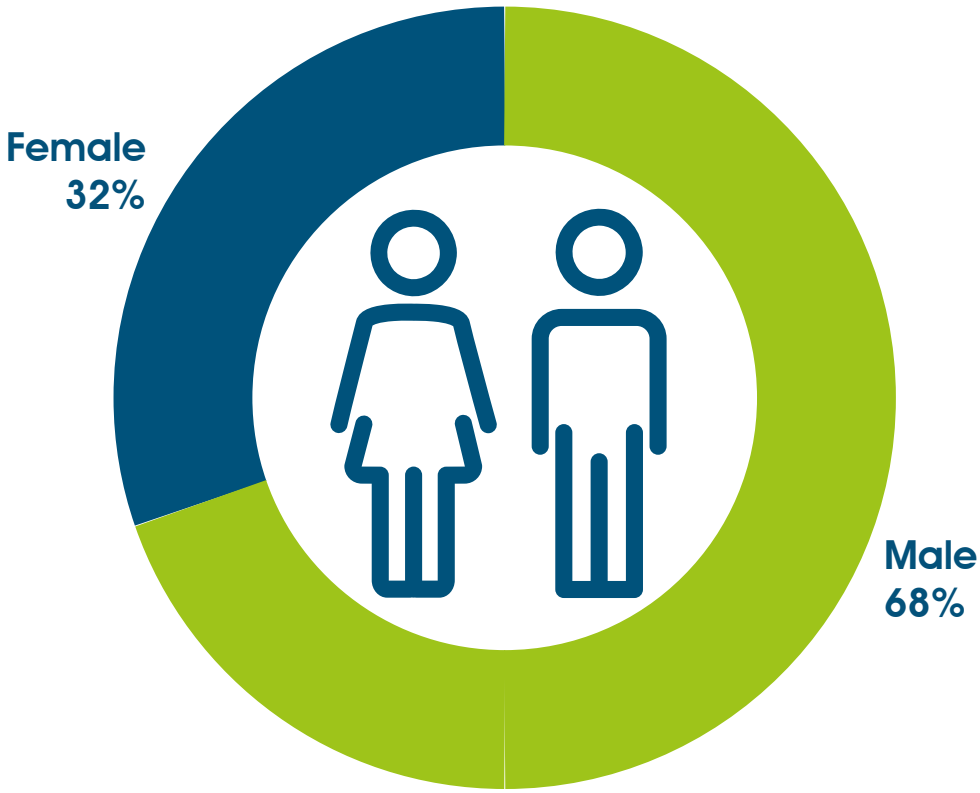
The data was collated on the 6th June 2025 (snapshot date), and includes all employees employed on that date, based on their remuneration for the 12 month period preceding the snapshot date.

What is the Gender Pay Gap?

The gender pay gap is not the same as equal pay. Equal pay is about ensuring men and women in similar roles are paid the same amount, in line with their skills and experience. The Gender Pay Gap compares the average pay for all men with the average pay for all women.

Our staff profile

The number of employees as at 6th June 2025 was 65 (44 males and 21 females).



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Our Gender Pay Gap Data

Mean Gender Pay Gap

The mean gender pay gap in Kerry Airport is 31%. This means that when you take all employees, the average pay for male employees is 31% more than the average pay for female employees.

Median Gender Pay Gap

The median gender pay gap is 46%. This means that if we list the pay for all male employees and the pay for all female employees and compare the middle point of each (that is the median), the middle value of the male rate will be 46% higher than the middle value of the female rate.

ALL EMPLOYEES	PART TIME EMPLOYEES	TEMPORARY EMPLOYEES
Mean 30%	Mean 0%	Mean 0%
Median 2%	Median 0%	Median 0%

Bonus Pay Gap

Kerry Airport do not have a bonus scheme in place.

Benefit in Kind

Kerry Airport do not offer non cash benefits to staff.

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Four Pay Band Quartiles

What are Pay Quartiles?

Pay quartiles are calculated by splitting employees in the company into four even groups according to their pay. Looking at the proportion of men and women in each quartile gives an indication of the gender representation at different levels of the company.

UPPER QUARTILE

UPPER MIDDLE QUARTILE

LOWER MIDDLE QUARTILE

LOWER QUARTILE

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Understanding the Data

What do we know from this report?

Kerry Airport has, overall, a good balance between male and female employees. Kerry Airport has a pay scale and structure for operational roles, so staff, regardless of gender, are paid the same rate for the role and contribution. The data shows there is a minimal gender pay gap between males and females in part time or temporary employment. The gender pay gap reflects that there are more men than women holding more senior jobs in the company. Furthermore, certain roles which command higher pay are male dominant.

Senior technical roles within the airport, which attract higher pay, are currently male-dominated, reflecting long-standing industry trends.

What's next?

At Kerry Airport we are committed to attracting, retaining and developing all staff. We have identified measures we can take to address the gap going forward.

Next year we will:

- Explore opportunities to improve female participation in roles where the % of female participation is low.
- Provide training to ensure our recruitment process is free of bias.