Pinewood Healthcare Gender Pay Gap Report 2026



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PINEWOOD
HEALTHCARE
Ballymacarbry,
Clonmel, Co. Tipperary,
Ireland, E91 D434.
Tel.: +353 52 6186000
Website: www.pinewood.ie

Introduction

At Pinewood Healthcare, we are committed to being an organisation that recognises the value of diversity among its staff and creates an inclusive workplace culture where everyone can reach their full potential. An inclusive workplace enables us to embrace the diverse backgrounds and perspectives of all of our employees.

Pinewood Healthcare has clear, externally benchmarked salary ranges in place for all job roles. This ensures that everyone is paid fairly for undertaking the same or a similar role. The gender pay gap looks at the distribution of men and women across all job levels of the organisation and identifies how this translates into the average salary and bonus payments made as a result.

The gender pay gap refers to the difference between what is earned on average by women and men based on average gross hourly earnings of all paid employees – not just men and women doing the same job, or with the same experience or working pattern.
Employers are required to report on the following based on a snapshot of pay data on a date chosen by the Company;

- **Median gender pay gap** – the difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees

- **Mean gender pay gap** – the difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees

- **Median bonus gap** – the difference between the median bonus pay paid to male relevant employees and that paid to female relevant employees

- **Mean bonus gap** – the difference between the mean bonus pay paid to male relevant employees and that paid to female relevant employees

- **Bonus proportions** – the proportions of male and female relevant employees who were paid bonus pay during the relevant period

- **Quartile pay bands** – the proportions of male and female full-pay relevant employees in the lower, lower middle, upper-middle and upper quartile pay bands.

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Our Company at a glance

Pinewood healthcare's gender pay gap data was collected on the snapshot date of 23 June 2026. At this time, there were 271 **Employees**: **136 Males** and **135 Females**.

Breakdown of Pinewood Healthcare Employees

Table 1

	Female	Male
Production	56	88
Office	72	29
Middle Management	5	17
Senior Management	2	2

Our Pay Quartiles

Table 2

	NUMBERS		PERCENTAGES	
	Men	**Women**	**Men**	**Women**
Upper quartile	39	28	58.21%	41.79%
Upper-middle quartile	40	28	58.82%	41.18%
Lower-middle quartile	32	36	47.06%	52.94%
Lower quartile	25	43	36.78%	63.24%

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

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Median Gender Pay Gap

To calculate our median gender, pay gap, we first rank all our people by their hourly pay. Then we compare what the woman in the middle of the female pay range receive with what the man in the middle of the male pay range received. The difference between these figures is the median gender pay gap.

- Our Median Gender Pay Gap is **20.45%**

Mean Gender Pay Gap

To calculate the mean pay gap, we add together all the hourly pay rates that women received, divided by the number of women in our workforce. We then repeat this calculation for men. The difference between these figures is the mean gender pay gap.

- Our mean gender pay gap is **18.02%**

Bonus Pay Gender Pay Gap

The bonus gap is the difference between the bonus pay or one-off lump-sum payments (such as recognition awards) paid to male employees and that paid to female employees. Only relevant employees who received a bonus are included in the calculation. Unionised employees receive a summer and Christmas bonus and a productivity bonus. For non-unionised employees, bonuses are on an individual basis as per set out in their individual Contract of Employment.

The percentage of female and male employees who receive a bonus;

Table 3

	NUMBERS		PERCENTAGES	
	Men	**Women**	**Men**	**Women**
Bonus Remuneration	113	105	83.09%	77.78%

The difference between the median bonus pay paid to male relevant employees and that paid to female relevant employees is **34.20%**

The difference between the mean bonus pay paid to male relevant employees and that paid to female relevant employees is **25.20%**

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Our Action Plan



Talent Acquisition: We will continue to apply inclusive recruitment practices, including gender-neutral job advertisements and objective selection criteria. We will monitor gender representation at application, interview and appointment stages to identify opportunities to improve gender balance across all areas of the business, particularly in roles where one gender is underrepresented.



Pay Transparency: We will continue to review salary structures and pay practices to ensure employees are rewarded fairly and consistently for comparable work. Regular pay benchmarking exercises will be undertaken to support equitable pay decisions and maintain transparency across our grading and remuneration framework.



Flexibility: We will ensure to improve our everyday flexibility to create an inclusive working environment for people of all genders.



Career Development and Progression: We are committed to providing equal access to learning, development and career progression opportunities. We will continue to monitor participation in training programmes and encourage balanced representation in leadership development initiatives, succession planning and promotion opportunities. programmes.



Inclusive Workplace Culture: We will continue to foster an inclusive workplace where all employees feel respected, valued and supported. Through ongoing policy review, employee engagement and awareness initiatives, we aim to strengthen a culture that promotes equality, diversity and inclusion across the organisation.