

Park Rite Gender Pay Gap Report (June 2025)

The Gender Pay Gap Report

This report is prepared in compliance with the **Gender Pay Gap Information Act 2021** and the **Employment Equality (Pay Transparency and Gender Pay Gap Information) Regulations 2025**. It applies to all employers in Ireland with **50 or more employees**, following the expansion of reporting obligations in June 2025.

This is the first Gender Pay Gap Report prepared and published for Park Rite, as our headcount was previously below the reporting threshold of 150 employees.

The gender pay gap measures the **difference in average hourly pay between men and women across the workforce**, not equal pay for equal work (which is already protected under Irish law).

Pay Equity is the principle that people doing the same work should receive the same pay, allowing for legitimate differences such as location. The existence of a Gender Pay Gap does not mean that there is an issue with Pay Equity. Park Rite has strong Pay Equity principles in place, ensuring that men and women are paid equitably for the work they do, based on role, experience and performance.

The report includes:

- Mean and median hourly pay gaps
- Mean and median bonus pay gaps
- Proportion of men and women receiving bonuses and benefits-in-kind
- Distribution of men and women across pay quartiles
- Narrative explaining reasons for gaps and actions to address them

Our Workforce

Park Rite had 62 employees on the snapshot date of 30th June 2025, 45 employees were full-time and 15 employees were part-time.

On 30th June 2025 Park Rite was made up of 89% men and 11% women.

We did not employ any temporary workers on the snapshot date.

On 30th June 2025 88% of Park Rite employee population comprised of customer facing operational roles, 91% of which are occupied by men.

Our 2025 Gender Pay Report

Our gender pay gap results show that a mean gender pay gap of 9.33% and a median pay gap of 1.82% exist meaning men earn slightly more on average than women.

This gap reflects the structure of our workforce rather than unequal pay for equal work. Women make up only **8% of our workforce**, so small variations in pay can influence the median significantly.

We identify three key drivers for this gap:

1. All 8% of our female workforce are in **customer-facing operational roles**, which makes up 88% of our total business and is predominantly male. These roles involve physical work, irregular hours, and outdoor conditions, which traditionally attract more male applicants.
2. Due to a period of planned organisational change and **broader Group structures** on the 30 June Park Rite had no **senior managerial positions** in the business structure, meaning all employees performed similar roles. This means pay differences are driven by overtime and allowances rather than base salary differences.

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3. **A slightly higher proportion of men** work overtime, which increases their pay relative to base rates.

Market insight

Whilst we know we have more to do in closing the gender pay gap and achieving gender balance, our results compare to market trends.

For the **parking industry specifically**, the European Parking Association estimates the Irish market at **c€360m** and **c1,500 jobs**, with employment historically skewed towards **frontline operational roles such as on-site Parking Hosts and Wardens** which are positions predominantly held by men.

Bonus Gap

We have a mean and median bonus pay gap of 22.46% and -39.85%, respectively.

The negative median gap reflects that women's bonuses are slightly higher at the midpoint, while the mean gap favours men.

When we look at the proportion of men and women receiving a bonus, it is broadly similar reflecting our reward principles.

This pattern occurs because:

- **All employees were eligible to receive a bonus** and the amounts available are relatively equal.
- The median bonus gap skews negative because the small number of women (5 out of 62 employees) **all receive similar bonuses**, placing their median higher than the midpoint for men.
- For men, **a high proportion receive the same value bonus**, which brings their median down. However, the mean gap favours men because a few male employees received slightly higher bonuses due to tenure or additional allowances.

Pay and Bonus Measures

Mean and Median Pay Gap

The gender pay gap measures the difference between men and women's total hourly pay regardless of their role or level of work within the business. It is measured at both the mean (average) and median (middle point) across all contract types combined and also shown separately for part time and temporary contract types.

For each a positive figure means that men are paid more on average than women. A negative figure means that women are paid more on average than men.

Mean hourly pay difference (All)	9.33%
Median hourly pay difference (All)	1.82%
Mean hourly pay difference (part-time)	1.11%
Median hourly pay difference (part-time)	0.35%

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Bonus

Mean bonus pay difference (All)	22.46%
Median bonus pay difference (All)	-39.85%
Proportion of males receiving a bonus	96%
Proportion of females receiving bonus	86%

Gender Pay by Quartiles

We are also required to show the gender pay split within our pay quartiles. This is done by splitting all employees into four equal quarters based on ranking them low to high by average total hourly rate of pay. We then show the percentage distribution by gender within each quartile.

	Lower	Lower Middle	Upper Middle	Upper
Male	93%	71%	100%	93%
Female	7%	29%	0%	7%

Our Commitments

We remain committed to fostering an inclusive culture, where everyone feels like they belong.

Our Workforce

We are proud that we have a multi-generational workforce, spanning 4 generations. We recognise that this valuable mix of generations within our teams fosters a diversity of perspectives, creative problem-solving and innovation. We commit to continue to ensure our ways of working support the attraction and retention across all generations.

Pay & Reward

All employees are paid the appropriate hourly rate, determined by the role and level of work, we pay all employees over the National Living Wage, and our pay rates are reviewed annually. We ensure equal and fair pay for all employees and guarantee they have access to the same opportunities and benefits.

Mental Health

We take our responsibilities to colleagues' wellbeing seriously. All colleagues have access to a confidential Employee Assistance Programme with options for virtual or face to face counselling and support for a wide variety of issues, including mental health support.

Our trained mental health First Aiders offer support, signpost information, and share the guides and resources.

Performance Management

Our performance appraisal has been cascaded across the entire business in 2025. This ensures every colleague receives regular performance feedback and has dedicated quality time with their line manager to focus on their performance and development. The commitment of regular time and feedback provides a supportive approach for our colleagues. Our colleagues are recognised for their performance and commitment to our values and are given opportunities to develop their careers to reach their potential. The performance appraisal will support us with data that will inform decision making around our talent and will feed into inclusive succession planning.

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Talent Acquisition

Like the parking industry overall, Park Rite has traditionally struggled to balance gender, with men across most job-levels having much higher rates of employment than their female counterparts.

We continually review and update our policies and practices to ensure we attract and retain the best talent, removing barriers to entry and the impact of bias within our recruitment processes. Assessment and selection is merit based, ensuring we identify the person who is the best fit for the role and that they have the right skills, knowledge and behaviours to thrive at Park Rite.

Park Rite prides itself on being an organisation where people can develop regardless of their gender or background, we continue to review our pay ensuring it is fair and equitable for all employees. We are committed to reporting our gender pay gap on an annual basis and confirm that our data has been calculated according to the requirements of **Gender Pay Gap Information Act 2021** and the **Employment Equality (Pay Transparency and Gender Pay Gap Information) Regulations 2025**.