



Gender Pay Gap Report for Mowlam Healthcare 2025.

The Mowlam Way

Mowlam Healthcare provides high quality and standards of person-centred nursing home care with compassion, dignity and respect. Our clear focus is **"To Enhance the Quality of Life for Older People"**.

We operate to Age Friendly Standards and are the first Nursing Home Group to achieve Age Friendly Status in Ireland

Introduction to Report

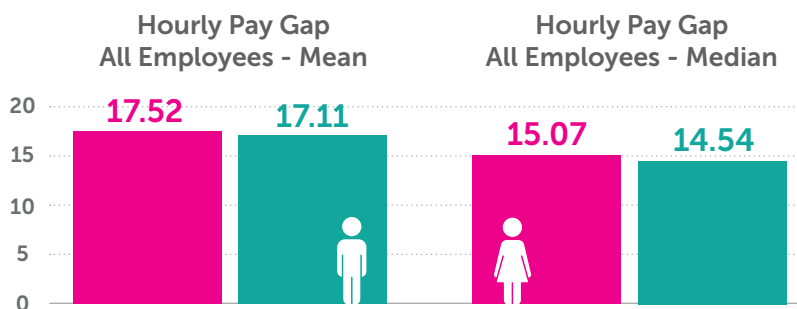
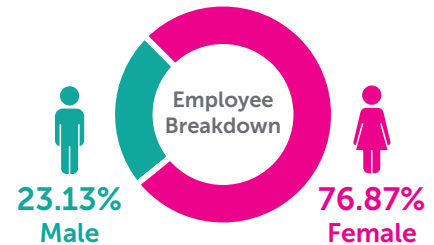
Mowlam Healthcare is committed to fostering an inclusive and diverse workplace where all employees are valued and have equal opportunities for growth and development. Our Gender Pay Gap Report outlines our progress and highlights the steps we are taking to close the gap, ensuring a more equitable future for all employees.

Understanding the Gender Pay Gap

The gender pay gap refers to the difference in the average hourly earnings of men and women across the company, irrespective of their roles or seniority. It is important to note that the gender pay gap is not the same as equal pay, which concerns paying men and women equally for performing the same or similar work.

Current Gender Pay Gap Statistics

As of the latest reporting period, Mowlam Healthcare’s workforce comprises a higher proportion of female employees at 77% reflective of industry trends within the healthcare sector. To put this into context the Irish Nurses and Midwife Organisation (INM) 2025, who are the leading professional trade union in Ireland dedicated exclusively to advancing the rights, interests, and working conditions of nurses and midwives, reported that 92% of their members are female which continues to reflect that nursing is a predominately female profession.

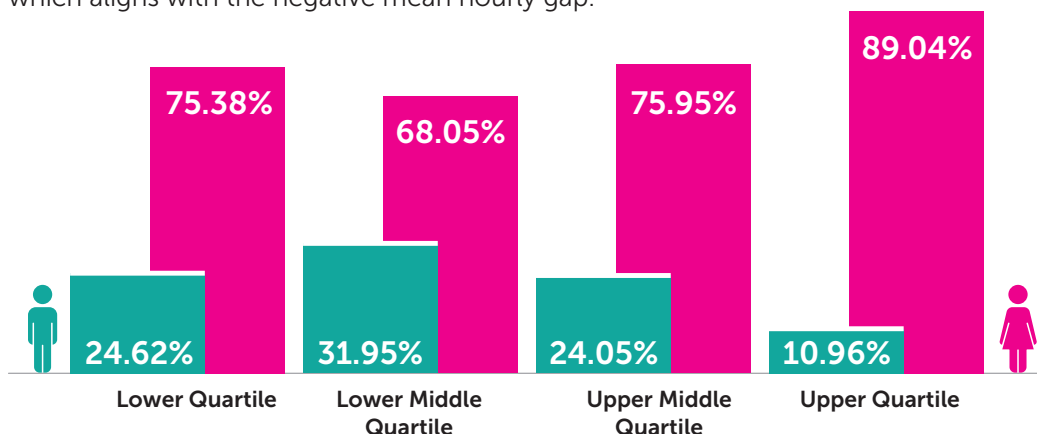


The median gender pay gap stands at 3.66% and the mean gender pay gap is 2.41%

These figures are calculated based on the hourly pay rates of all employees as of the period **30th June 2024 to 1st July 2025 – the snapshot date.**

Analysis of the Data

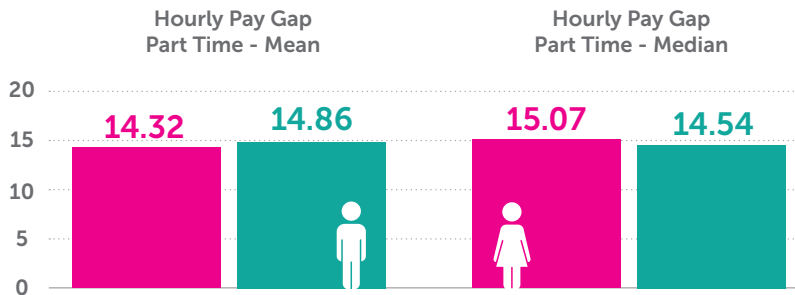
Females’ dominant all quartiles. The Higher quartile is 89.04% female which aligns with the negative mean hourly gap.



This means that females which are over-represented are earning slightly more. There is no evidence of systemic underrepresentation of women at senior or higher-paid levels within the organisation. Both the mean and median measures demonstrate that there is **no gender pay gap disadvantage.**

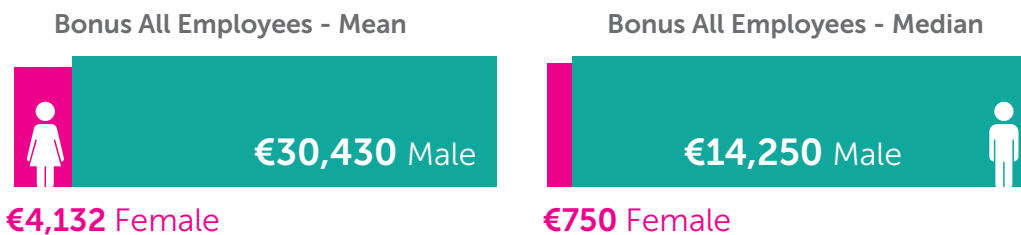
Hourly pay gap part-time employees

The variation between mean and median results suggests that a small number of higher-paid male part-time roles may be influencing the average.



Bonus and additional payments

The gap in bonuses can be explained due to exceptional one-off payments to a small number of employees.



Actions and Commitments 2026 – Key Focus Areas

Mowlam Healthcare commits to strengthening gender balance and contributing to addressing the structural factors that contribute to the gender pay gap.

Systematic reviews

Regular review of recruitment, promotion, and pay practices to ensure fairness and transparency.

Growing Diverse Talent

Whilst senior clinical/leadership roles tend to be more female dominated we are in the process of diversifying our sourcing to attract more diverse talent pools which will support career progression and leadership, ensuring fair representation across the organisation.

Pay Transparency

We are on track to implementing the EU Pay Transparency Directive