J D Wetherspoon plc

Gender pay gap report Ireland – 21 June 2026

Ireland pay gap June – 21 June 2026

In line with the Employment Equality Act 1998 (Section 20A) (Gender Pay Gap Information) Regulations 2022, SI no. 264 of 2022 in the Republic of Ireland, the Ireland pay gap report for 2026 has been completed.

The regulations require organisations with over 150 employees to report on their hourly gender pay gap, at a snapshot date, across a range of metrics, including hourly remuneration, bonuses, different contracts (eg part time, temporary and permanent) and the percentage of male and female employees receiving additional benefits. Reporting requirements include:

- mean hourly remuneration gap
- median hourly remuneration gap
- mean bonus remuneration gap
- median bonus remuneration gap
- mean hourly remuneration gap of part-time employees
- median hourly remuneration gap of part-time employees
- mean hourly remuneration gap of temporary contract employees
- median hourly remuneration gap of temporary contract employees
- percentage of male employees who were paid bonus remuneration and percentage of female employees who were paid bonus remuneration
- percentage of male employees who received a benefit in kind and percentage of female employees who received a benefit in kind
- percentage of males and females when divided into four quartiles, ordered from lowest to highest pay

The 2026 results

All positions	**21 June 2026 (%)**	**22 June 2025 (%)**	**23 June 2024 (%)**	**26 June 2023 (%)**	**26 June 2022 (%)**
Mean hourly remuneration gap	**-0.12**	**2.14**	**3.60**	7.56	6.79
Median hourly remuneration gap	**1.01**	**-0.92**	**0.84**	1.54	1.04
Mean bonus remuneration gap	**5.82**	**12.07**	**33.92**	37.40	53.16
Median bonus remuneration gap	**-35.95**	**-21.24**	**26.46**	33.02	32.03
Mean hourly remuneration gap of part-time employees	**-0.56**	**0.71**	**0.84**	2.62	-0.18*
Median hourly remuneration gap of part-time employees	**0.32**	**-1.00**	**0.85**	1.40	0.52
Percentage of males who received a bonus	**83.19**	**87.90**	**52.78**	58.89	62.68
Percentage of females who received a bonus	**87.44**	**93.80**	**51.60**	62.50	63.95
Percentage of males who received a benefit in kind	**0**	**0**	**0**	0	0
Percentage of females who received a benefit in kind	**0**	**0**	**0**	0	0
No of employees on a temporary contract	**0**	**0**	**0**	0	0
Quartiles					
Lower quartile male/female	**52/48**	**52/48**	**45/55**	36/64	41/59
Lower-middle quartile male/female	**51/49**	**60/40**	**50/50**	50/50	45/55
Upper-middle quartile male/female	**58/42**	**44/56**	**50/50**	53/47	46/54
Upper quartile male/female	**52/48**	**58/42**	**55/45**	52/48	46/54

*A negative pay-gap figure means that, on average, women earned more than men; a positive pay-gap figure means that, on average, men earned more than women.

J D Wetherspoon plc
Wetherspoon House, Central Park
Reeds Crescent, Watford, WD24 4QL
01923 477777 | jdwetherspoon.com

Understanding the results

Gender pay gap

The gender pay gap is a measure of the difference in the average pay of men and women, regardless of their role.

There were 425 employees deemed to be in relevant employment on the snapshot date of 21 June 2026 across six pubs in Ireland.

Of our workforce in Ireland, 46.82% is female (2025: 46.5%). In a majority of positions where both females and males are represented, females receive a rate of pay either equal to or higher than that of males. There are fewer females in management roles; however, those managers earn a higher rate, contributing to the calculated mean gap of -12.01% for full-time employees and -0.12% for all employees.

Employees paid by the hour receive an hourly rate in line with their role and pay banding.

Gender bonus gap

All employees, irrespective of job role and length of service, are eligible for a bonus.

The analysis shows that a similar proportion of females and males received bonus payments. The bonus gap, however, reflects the higher proportion of males in management positions and working more hours than females.

Regulations require that the median and mean bonus gap results be calculated on the value of bonus earned, taking no account of hours worked. Females, on average, work fewer hours.

On a per-hour calculation, the median and mean bonus gap (excluding shares) is 0% and -10.41%, respectively. A negative pay-gap figure means that, on average, women earned more bonus, per hour, than men.

Comment

Wetherspoon is committed to equality of opportunity and promotes a diverse and inclusive working environment in all of our pubs in Ireland and the UK.

Employees have an equal opportunity to develop their career, including a non-biased selection process for promotional opportunities and training.

Declaration

I am confident that the data and information reported are accurate as of the snapshot date of 21 June 2026 and have been calculated according to the requirements of the Employment Equality Act 1998 (Section 20A) (Gender Pay Gap Information) Regulations 2022, SI no. 264 of 2022 in the Republic of Ireland.

John Hutson | Chief Executive

20 November 2026

J D Wetherspoon plc
Wetherspoon House, Central Park
Reeds Crescent, Watford, WD24 4QL
01923 477777 | jdwetherspoon.com