

explorium



Gender Pay Gap Report

2025

Introduction

Explorium Ltd is a Sport and Science Centre located in south Dublin. Our aim is to ignite curiosity and inspire visitors of all ages to explore the wonders of science. We aim to create an environment where innovation, learning, and inclusivity thrive side by side. Equality, Diversity and Inclusion are at the heart of who we are and what we do. We believe that diverse perspectives drive creativity, collaboration, and scientific excellence. As an employer, we are committed to fostering a workplace that reflects the vibrant communities we serve and where everyone feels valued, respected, and empowered to reach their full potential. Our goal is to be an employer of choice for people from all backgrounds and identities, ensuring that opportunities for growth, contribution, and leadership are accessible to all. Through transparency and continuous improvement, we strive to build a culture rooted in fairness, representation, and shared progress.

This Gender Pay Gap report reflects our ongoing commitment to transparency and accountability in building a more equitable workplace. It is one of many steps we are taking to ensure that our policies, practices, and culture support meaningful progress toward gender equality and inclusive growth.

We aim to use inclusive language in job postings and we look for staff from a wide variety of backgrounds. We continually strive to ensure that our interview panels are diverse and free from unconscious bias and we do not use AI for any form of selection.

Explorium offers physical spaces and digital platforms that are accessible to people with disabilities, including our specially designed sensory room which is available to all visitors and staff. We offer tailored support to any staff with specific needs.

Explorium provides a variety of shift options to promote gender equality—full-time and part-time—with built-in flexibility to accommodate personal commitments, caregiving responsibilities, and educational pursuits. We strive to create a workplace culture that respects individual needs and promotes work-life balance for all staff.

What is the Gender Pay Gap?

The gender pay gap is the difference in the average hourly wages of men and women across a workforce, regardless of their roles or seniority. It is not the same as equal pay

for equal work, as it is calculated based on all employees, not just those in the same roles. A pay gap can exist even when equal pay for similar work is provided, and is often due to factors like women disproportionately holding lower-paid roles or working fewer hours.

What is the difference between Gender Pay Gap and Equal Pay?

The gender pay gap is the average difference in pay between men and women, while equal pay is the legal right to be paid the same for the same or work of equal value. A gender pay gap can exist even if equal pay for equal work is being provided, often because women are overrepresented in lower-paid role.

Definitions:

Hourly Remuneration refers to the difference in total earnings between men and women on a mean (average) and median (mid point) basis.

Bonus Recipients explains the proportion of men and of women who receive any form of bonus. Bonuses for this purpose are vouchers.

Bonus Gap refers to the gap between men and women on the value of all bonus items taken together.

Quartiles

The percentage of men and women in the lowest, lower middle, upper middle and upper paid quarter of our staff by hourly remuneration.

Lower: lowest 25% of earners.

Lower Middle: Lower middle 25% of earners.

Upper Middle: Upper middle 25% of earners.

Upper: Highest 25% of earners.

Benefits in Kind

We don't include any BIK figures as no staff member received any.

Our Gender Pay Gap Metrics

The snapshot date for our gender pay gap report was 15 June 2025 and the period referenced is 16 June 2024 to 15 June 2025. We had 104 employees, of which 51 were male and 53 were female.

Snapshot date: 15 June 2025

Reporting period: 16 June 2024 – 15 June 2025

At the snapshot date, our organisation employed 104 people, comprising 51 males and 53 females. We are committed to ensuring fair pay and equal opportunities for all employees, and we continue to monitor and analyse our pay data to maintain transparency and drive progress.

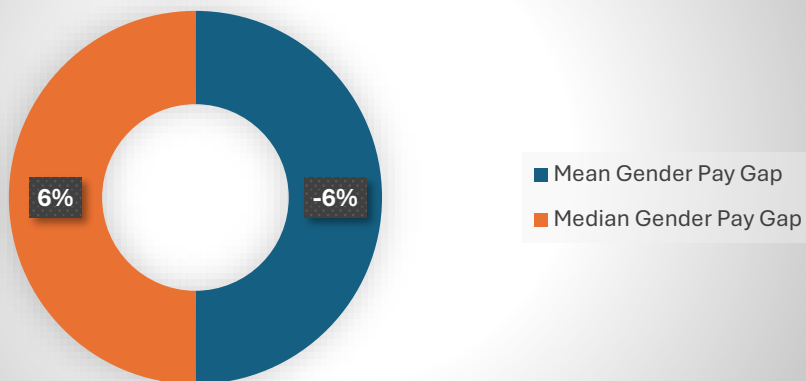
Pay Quartiles

The table below shows the gender distribution across our pay quartiles. This reflects the proportion of male and female employees in each quartile of our pay structure.

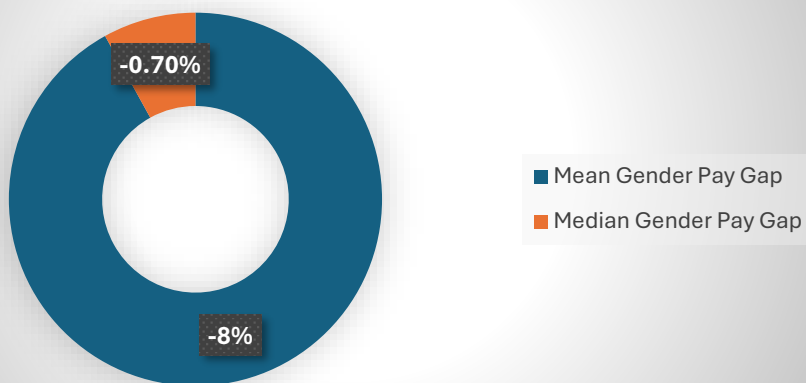
Quartile	Male	Female
Lower Quartile	62%	38%
Lower Middle Quartile	31%	69%
Upper Middle Quartile	42%	68%
Upper Quartile	62%	38%

Interpretation: Female employees are well represented in the lower middle and upper middle quartiles, while male representation is higher in the lower and upper quartiles. This may be explained by the nature of the roles in the business which tend to attract more male candidates than females, such as climbing instructor, virtual reality and STEM related customer services roles.

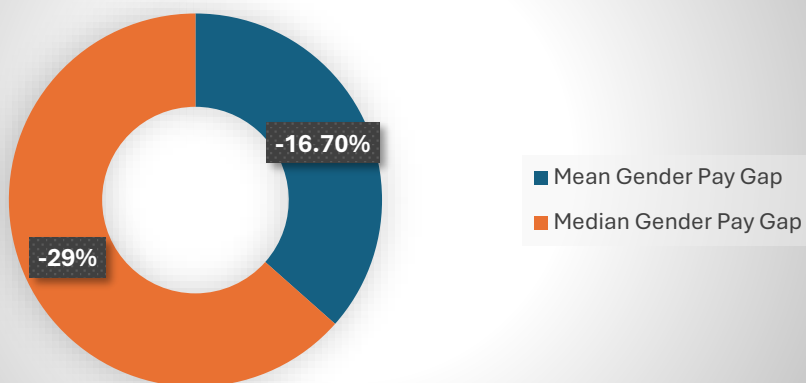
Overall Gender Pay Gap



Part-time employees



Temporary employees



Hourly Remuneration

The table below and graphs above show the mean and median gender pay gaps for overall, part-time, and temporary employees. A negative figure indicates that, on average, female employees earn more than male employees.

Category	Mean Gender Pay Gap	Median Gender Pay Gap
Overall	-6%	6%
Part-time employees	-8%	-0.7%
Temporary employees	-16.7%	-29%

The main reason for the very small overall gender pay gap in pay is due to the distribution of men and women at different levels of the organisation. The higher difference for temporary employees can be explained by the seasonal nature of our business and the need to hire temporary staff at short notice for limited periods at certain times of the year.

Bonus Pay

The table below shows the mean and median gender pay gaps for bonus payments. All bonuses were distributed equally between male and female employees.

Category	Mean Gender Pay Gap	Median Gender Pay Gap
Bonus Payments	0%	0%

Our Commitment to Pay Equity

We are dedicated to fostering a culture of equality, inclusion, and transparency. While our gender pay data shows strong representation of women across most pay levels and positive parity in pay rates, we remain focused on:

- Ensuring consistent and equitable pay review processes
- Supporting career development opportunities for all employees
- Continuing to monitor pay data annually to identify and address any disparities

This report has been prepared in accordance with gender pay reporting requirements for the period ending 15 June 2025.