

Gender Pay Gap Report

2026

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 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.

This Gender Pay Gap Report reflects our ongoing commitment to transparency and accountability. We use the findings to review our employment practices and identify opportunities to support fairness, representation and progression.

We aim to use inclusive language in job postings and seek candidates from a wide variety of backgrounds. We continually strive to ensure that recruitment and selection processes are fair and that our working arrangements accommodate different personal commitments and responsibilities.

What is the Gender Pay Gap?

The gender pay gap is the difference in average hourly pay between men and women across an organisation, regardless of their roles or seniority. It is not the same as equal pay for equal work: equal pay concerns whether men and women receive equal pay for the same work or work of equal value.

Definitions

Hourly remuneration: the difference between male and female hourly remuneration, measured on both a mean (average) and median (middle value) basis.

Bonus remuneration: the bonus amounts received by male and female employees, including the mean and median bonus payments and the proportion of each gender group receiving a bonus.

Pay quartiles: the distribution of male and female employees across four equal or near-equal groups when employees are ranked by hourly remuneration, from the lowest-paid to the highest-paid.

Benefits in kind: non-cash benefits provided to employees. No employees received benefits in kind during this reporting period.

Our Gender Pay Gap Metrics

The snapshot date for our 2026 Gender Pay Gap Report was 15 June 2026. The reporting period was 16 June 2025 to 15 June 2026.

At the snapshot date, the analysis included 115 employees: 59 female employees (51.3%) and 56 male employees (48.7%).

Snapshot date: 15 June 2026

Reporting period: 16 June 2025 – 15 June 2026

Workforce profile

Workforce measure	Number
Employees included	115
Female employees	59 (51.3%)
Male employees	56 (48.7%)
Full-time employees	12
Part-time employees	21
Employees on temporary contracts	82

The employee data supplied contains 115 records.

Pay Quartiles

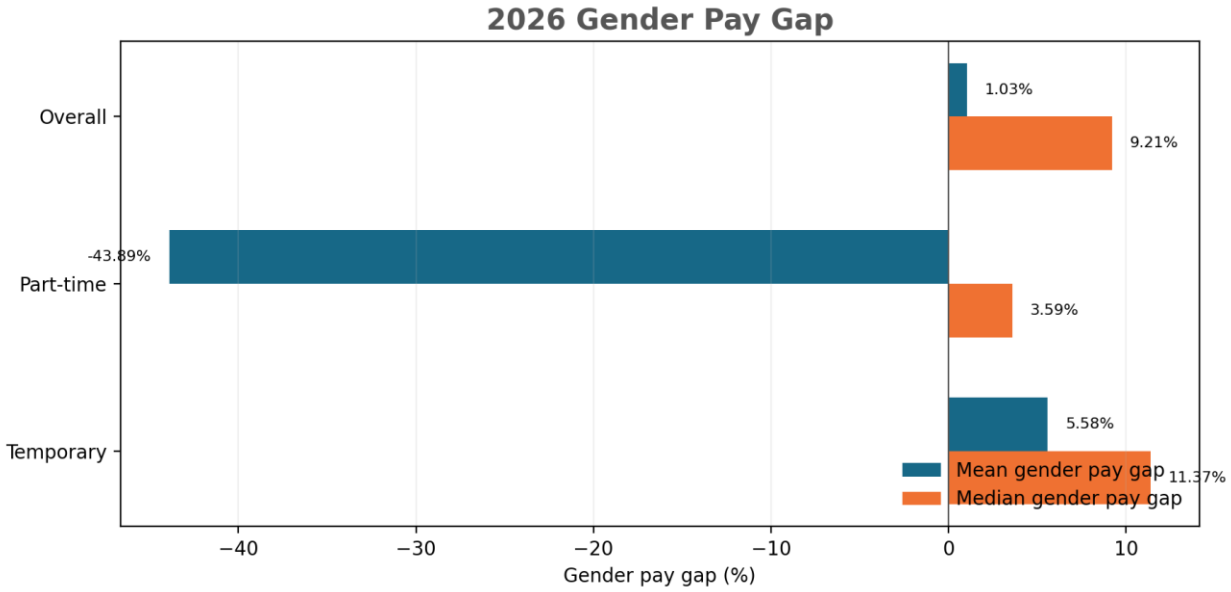
The table below shows the gender distribution across the four pay quartiles, based on employees ranked from the lowest to the highest hourly remuneration.

Pay quartile	Employees	Female	Male
Lower	29	17 (58.62%)	12 (41.38%)
Lower middle	29	15 (51.72%)	14 (48.28%)
Upper middle	29	17 (58.62%)	12 (41.38%)
Upper	28	10 (35.71%)	18 (64.29%)

Women represent the majority in the lower, lower-middle and upper-middle quartiles. Men represent 64.29% of employees in the upper quartile. This distribution is one factor that may contribute to the overall median and temporary-employee pay gaps.

Overall Gender Pay Gap

The chart below compares the mean and median gender pay gaps for all employees, part-time employees and temporary employees. A positive figure means the female figure is lower than the male figure; a negative figure means the female figure is higher.



Hourly Remuneration

The mean is the average hourly remuneration. The median is the middle value when employees' hourly remuneration is arranged from lowest to highest. The gap is calculated as the male figure less the female figure, expressed as a percentage of the male figure.

Mean hourly pay

Category	Male	Female	Mean pay gap
All employees	€12.64	€12.51	1.03%
Part-time employees	€15.10	€21.72	-43.89%
Temporary employees	€10.41	€9.83	5.58%

Median hourly pay

Category	Male	Female	Median pay gap
All employees	€12.63	€11.47	9.21%
Part-time employees	€15.18	€14.64	3.59%
Temporary employees	€11.41	€10.11	11.37%

Across all employees, the mean hourly pay gap is 1.03% and the median hourly pay gap is 9.21%. The mean gap is relatively small, while the larger median gap indicates that the middle female hourly rate is below the middle male hourly rate.

For part-time employees, the mean gap is -43.89%, meaning the female mean hourly rate is higher. The part-time median gap is 3.59%. For temporary employees, the mean and median gaps are 5.58% and 11.37% respectively.

Bonus Pay

The table below summarises bonus payments made during the reporting period.

Bonus measure	Female	Male
Employees receiving a bonus	3	3
Mean bonus received	€100.00	€516.67
Median bonus received	€100.00	€100.00
Percentage of gender group receiving a bonus	5.08%	5.36%

The mean bonus pay gap is 80.65%, reflecting a one off bonus amount paid to one male employee. The median bonus pay gap is 0.00%, as the median bonus received by both male and female bonus recipients was €100. Three female employees and three male employees received a bonus during the reporting period.

No employees received benefits in kind during the reporting period. Accordingly, 0% of female employees and 0% of male employees received benefits in kind.

Explorium's View of the Results

The overall mean hourly pay gap of 1.03% is modest. The overall median gap of 9.21% is higher and indicates a difference at the midpoint of the hourly pay distribution. The quartile analysis shows a greater proportion of men in the highest pay quartile and a greater proportion of women in each of the other three quartiles.

The part-time results show a higher mean hourly rate for women than men, although the part-time median gap is slightly in favour of men. The temporary-employee results show gaps in favour of men on both the mean and median measures. The bonus mean gap is strongly affected by one higher male bonus payment; the median bonus gap is zero.

These are workforce-wide measures and do not, on their own, demonstrate unequal pay for the same or equivalent work. A more detailed analysis by role, grade, length of service, responsibility and working pattern would be needed to establish the precise drivers of the differences. Job role and grade information was not included in the employee-level data supplied for this analysis, so no more specific cause is assumed.

Our Commitment to Pay Equity

We are dedicated to fostering a culture of equality, inclusion and transparency. We will continue to:

- Review pay rates across roles and grades to support consistent, objective pay decisions based on role requirements, skills, experience and responsibility.
- Review recruitment, promotion and progression patterns to understand representation across higher-paid roles and pay quartiles.
- Monitor pay outcomes for part-time and temporary employees, including access to training, development and opportunities to progress.
- Review bonus eligibility and award criteria to ensure they are transparent, consistently applied and accessible to eligible employees.
- Repeat the analysis annually and compare results over time to identify trends and assess the impact of actions taken.