

Levy | IRELAND

2025

Gender Pay Gap Report

Introduction

At Levy Ireland, we recognise that our people are our greatest asset, and we pride ourselves on our company culture, which is built on respect, inclusion, and integrity.

Within Levy Ireland, we are determined to ensure every team member feels valued and supported in their career journey, and we have a commitment to empower every person to achieve their full potential, regardless of their gender, background or ethnicity.

I'm proud to say that the data within our Gender Pay Gap report shows our overall gender pay gap is now very low, with a median gap of just 0.52% and mean average pay gap of 2.75%.

I'm also pleased to see the female casual team has grown slightly from 51.9% to 52.2%, as well as our permanent female employees also increasing to 49.3% of all permanent workers business.

Our females in management grades have also increased thanks to new management recruits and internal senior promotions, showing a consistency in developing our females in the workplace. These figures reflect our belief that diverse perspectives drive business excellence and showcases the strength of inclusion in action.

With a focus on our culinary talent, it's particularly heartening to report that our permanent female culinary team is steady at around 32%. Expanding opportunities for women in culinary roles remains a priority for Levy Ireland, and we hope to see this increase further.

We celebrate the diversity of our people all year round, through our Employee Networks, such as Within, Ability, Pride in Food, You Matter, and Women in Food. Our Women in Food network, with its 36 members, champions, supports and inspires women, not only within Levy Ireland, but across the broader hospitality industry and we are really proud of their efforts and achievements.

This report provides an opportunity for us to stop and reflect. I'm pleased to see the figures moving in the right direction and I think they show the approach of our organisation is paying off in terms of equity. Above all, I'm humbled by the extraordinary talent we have in our business. We're a team of passionate individuals who are committed to creating extraordinary experiences.

Together, we're shaping the future of Irish hospitality.



Barry Storey
Managing Director, Levy Ireland

Our Gender Pay Gap

Our Median Pay Gap - 0.52%

Our Mean Pay Gap - 2.75%

Pay distribution in quartiles

| | Male % | Female % | Male | Female |
|---------------------|--------|----------|------|--------|
| Lower | 50.35 | 49.65 | 213 | 210 |
| Lower middle | 43.26 | 56.74 | 183 | 240 |
| Upper middle | 45.63 | 54.37 | 193 | 230 |
| Upper | 52.84 | 47.16 | 223 | 199 |

Mean Gender Pay Gap

Perm: -6.5%

Casual: 2.44%

Full time: 24.8%

Part time: -0.32%

Median Gender Pay Gap

Perm: 11.0%

Casual: 0.30%

Full time: 15.7%

Part time: 0.22%

Bonuses and Benefits in Kind

% bonus gap: 40%

Mean bonus gap: 27.91%

Median bonus gap: 15.88%



Report Summary

We're proud to report that the overall 2025 results for Levy Ireland reflect a stable pay structure with limited disparities in hourly remuneration. Last year we reported as part of Compass Ireland, but for transparency and consistency going forward we have chosen to report separately.

Key Insights

Median Pay Gap

The median pay gap of 0.52% indicates that there is minimal difference in the hourly pay between male and female employees. This demonstrates Levy Ireland's commitment to achieving a balanced pay distribution across gender and we are pleased to report this figure.

Mean Pay Gap

The pay between male and female employees is broadly balanced. The mean gap is 2.75%.

Representation

Gender representation across pay quartiles is relatively balanced, which shows that men and women are fairly evenly represented across all pay bands, with a slight male majority in the highest quartile.

The recruitment and promotions of eight new management roles have resulted in greater female representation, putting the company on track to achieve gender parity in this crucial area.

This demonstrates positive progress in developing and promoting women into leadership positions.

Pay for part-time and casual contract roles is closely aligned across genders, with minimal differences in both mean and median hourly rates.

Bonus Gap

The mean gap for bonuses stands at 27.91%, while the median gap is 15.88%.

Levy Ireland is committed to taking purposeful steps to ensure equity and inclusion are at the heart of our workplace and achieving gender balance at every stage of the organisation.



What we do

As part of the wider Levy business and the Compass Group UK & Ireland organisation, this is an opportunity to benefit from shared learnings and programmes around inclusion and development. These include being part of Compass Group UK & Ireland's Our Social Promise commitment.

Our Social Promise

Our Social Promise launched with an aspiration to positively impact one million lives by 2030, from both within and outside the wider Compass Group UK & Ireland organisation. We recently announced we had supported 500,000 people since launch - enhancing employment opportunities and changing lives through job creation, education, training, and community engagement.

Building on this success, Compass Group UK & Ireland is committed to further evolving its mission to make an even greater impact. Building on the lessons it has learnt over the past four years, we are now expanding our flagship social mobility programme with the launch of 'Mission to a Million: Forward Together'. Improving socio-economic outcomes is the guiding principle, which means this strategy aims to address the barriers that many face when it comes to accessing jobs, learning and progression.

International Women's Day

This year to celebrate International Women's Day, Levy Ireland hosted a special event at Powerscourt Estate in Enniskerry. In collaboration with the 100 Million Trees Project - which aims to plant 100 million native Irish trees across Ireland over the next decade- women from across the Levy Ireland team joined forces to plant a mini forest in a serene area of natural beauty.

Led by Sharon Fitzpatrick, Director at Levy Ireland and a passionate advocate of the 100 Million Trees project, the team thoroughly enjoyed the opportunity to come together, share experiences, and build connections surrounded by 1,000 acres of breathtaking Irish countryside. Guided by the 100 Million Trees Project team, they also successfully planted hundreds of native Irish trees.

This was a fantastic way to honour the incredible women across the team and to give back to the local community. The gathering also served as a powerful reminder that individual actions, when combined, can create lasting change.



What we do

Women in Food Network

Run by colleagues, for colleagues, Employee Networks operate across Compass and our Levy business - they contribute to our broader belonging and inclusion agenda.

Our Levy Ireland Women in Food community continues to thrive with over 36 members, championing, supporting and inspiring women, not only within Levy Ireland, but across our industry.

Originally launched to support female chefs, the group is now focused on all female colleagues across the business.

Be A Star

This year alone, we recognised several exceptional women from across Ireland through our Be A Star reward and recognition programme - an initiative that empowers colleagues to celebrate one another's achievements and rewards those who truly make a difference.

Each winner receives €250 and an invitation to a regional "Lunch Is On Us" celebration - the most recent of which took place at the Aviva Stadium, with another planned for early next year.

Career Pathways

Our internal Career Pathways platform empowers colleagues to advance in their current roles, transition to new opportunities, or master their craft through a clear and accessible route.

This flexible system is open to all job levels and disciplines, allowing employees to progress at their own pace with the support of their line managers and our learning and development team.



Spotlight

on our female talent



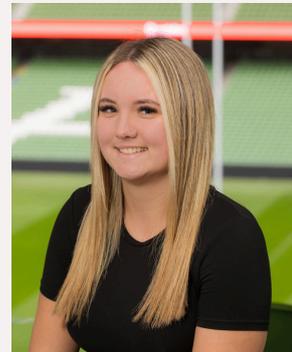
**Ruby
Chen**

Stock Controller



**Katie
Seville**

Sales & Marketing
Manager



**Kata
Lovei**

Finance Assistant



**Micheala
Mcilkenny**

Senior Hospitality
Manager



**Julie
Delaney**

Hospitality
Assistant



**Valerija
Karkota**

People Operations
Manager

Ruby Chen

Stock
Controller



“As I celebrate three years with Levy Ireland, I’ve reflected on what this journey has meant to me. From the beginning, I’ve been fortunate to work alongside incredibly friendly, supportive colleagues who make each day meaningful.

What makes this organisation truly special is the culture - one that encourages learning, embraces challenges, and supports personal and professional growth. Like any workplace, we face occasional challenges, but what stands out here is how we handle them - with mutual respect, openness, and a shared desire to grow. Every experience has helped shape me into a better version of myself.

One of the things I value most is how much the Levy Ireland team cares - not just about what I contribute at work, but about who I am outside of it. That genuine concern for both employees and their families speaks volumes and has made a lasting impact on me.

I’m proud to be part of a team that leads with kindness, works with purpose, and grows together. Here’s to the journey so far - and to what lies ahead.”

Micheala Mcilkenny

Senior Hospitality
Manager



“I began my journey in hospitality in 2014, working as a waitress. What started as a part-time job quickly grew into a lifelong passion.

Here I discovered the joy of creating memorable experiences for people, the importance of teamwork, and the difference that genuine care and attention to detail can make.

Today, I oversee hospitality operations for international conferences, exhibitions, and banquets. My role is about more than just operations; it’s about ensuring that every guest leaves with an unforgettable experience and that every member of my team feels valued and supported along the way. People have always been at the heart of my journey. That’s why I’m so passionate about championing recognition, inclusion, and wellbeing.

I’m also part of Levy’s Social Media Team and Social Committee, and I’m honoured to act as a You Matter network Ambassador for our Mental Health Awareness Programme.

Supporting others, raising awareness, and fostering a culture of care are values I hold close, and I strive to weave them into everything I do.”

Katie Seville

Sales & Marketing
Manager



“I started my career on the frontline of hospitality in roles that gave me hands-on experience with guests, events and the daily buzz of busy venues. Those early jobs taught me so much and sparked a genuine love for creating experiences that make guests feel welcome, valued and looked after.

As I grew in confidence and experience, I moved into supervisory and management roles. Each step gave me new challenges, and I really enjoyed learning how operations, service and revenue all come together to shape a successful venue.

Earlier this year, I was thrilled to step into my current role. It feels like a natural progression and lets me combine the parts of hospitality I enjoy most: building strong client relationships, finding creative solutions, driving revenue and delivering memorable guest experiences.

I love helping others grow, and I’m proud to be part of an industry where teamwork, communication and care make such a difference.”

Julie Delaney

Hospitality
Assistant



“I officially joined the HRI Division in October 2023, following the acquisition of Fitzers Catering by Levy Ireland, but I’ve played a part in the Irish horse racing circuit for over 50 years.

With my extensive experience in the sector, I’ve built up niche knowledge about our key stakeholders and the elite of the horse racing industry. I pride myself on knowing all of their personal wants and needs - from set ups and what meal they like to eat, right up to the preferred room temperature! In my current role, I manage the set ups for all the hospitality areas for the three racecourses within our business.

I feel very passionate about the sector, and I look forward to being a part of the Levy Ireland and wider horse racing courses for many more years to come.”

**Kata
Lovei**
Finance
Assistant



“I started at Aviva Stadium as an Admin Assistant in the kitchen in July 2022 and soon became the Allergen Champion in the stadium.

I enjoyed helping the rest of the culinary team, so I started to take an active part in stock taking and menu costing with the Executive Chef. When the role of Finance Assistant became available, it seemed like a natural progression, and I was thrilled to be successful with my application.

I’m keen to progress further in my career, and I’m working closely with my manager to find suitable Career Pathways and college courses to assist with this.

I really appreciate how the company supports learning and development. They have encouraged me to step out of my comfort zone and help me grow in my career.”

**Valerija
Karkota**

People Operations
Manager



“I started in the Aviva as a Matchday Hospitality Coordinator, and from the beginning, my ideas were always welcomed.

I had always wanted to work in Human Resources, so I told my manager that I was interested in moving to the People Operations department if such a role came up. When an opportunity became available, I was thrilled to be given the chance to start as People Operations Coordinator.

I worked hard in this role and was promoted to People Operations Manager in 2023.

I’m proud to have completed a Career Pathway and this year I’ve started a Higher Diploma in CIPD. I’m excited to bring new knowledge into my current role.

Thanks to Levy Ireland and my team within the stadium I never lack support – or a laugh!”

Career Development Climbing the Ladder at Levy Ireland



**Melanie
Forrest**

Senior Finance
Business Partner



**Anna
Michalska**

Assistant Finance
Business Partner



**Nicola
Fearon**

Assistant Finance
Business Partner



**Connie
Greally**

Head of
Purchasing



**Kelly Marie
Blanchfield**

Finance Assistant
Purchasing

Melanie Forrest

Senior Finance Business Partner



“I’ve worked for Compass for 25 years, starting as Deputy General Manager at the Glasgow Science Centre and moving into the General Manager role within a year. In 2004, I transitioned into a secondment as Location Accountant for the SEC in Glasgow.

After the birth of my son, I returned to work just four months later in a flexible full-time role - something uncommon at the time. I was fortunate to have a female mentor and manager who was forward-thinking and inclusive, encouraging me to begin my CIMA studies part-time while continuing to work full-time.

My career has progressed steadily since then, and earlier this year I was promoted to Senior Finance Business Partner, responsible for Scotland, the North, and Ireland. I strive to lead by example – advocating for flexible working arrangements, mentorship programmes, and equal development opportunities that enable all employees to thrive professionally without sacrificing their personal lives.”

Anna Michalska

Assistant Finance Business Partner



“I’ve worked for Compass and Levy for 14 years, starting in a front of house role as a Unit Manager in Bank of Ireland for Compass Ireland.

In 2016 I joined the Levy Ireland team in the Aviva Stadium as a Finance Assistant and progressed to become a member of the management team in Aviva Stadium and the wider Levy Ireland business.

I became Location Accountant for Levy at Aviva Stadium, and recently, I was promoted to Assistant Finance Business Partner for Levy Ireland. In under ten years, I’ve managed to move from a Unit Manager to Assistant Finance Business Partner.

I’ve been encouraged and invested in all the way through my career with Levy. The support and training I have received has allowed me to flourish and grow and helped me to achieve my dream job.”

Nicola Fearon

Senior Finance Business Partner



“My career began with Fitzers Catering, which was acquired by Levy Ireland in 2023. I started with the company 25 years ago in accounts administration, processing invoices and reconciling ledgers.

My role has evolved over the last two years with Levy Ireland. From payroll management and group finance to my current position, I’ve grown alongside the business, learning to adapt to new people, systems and controls.

Like many women, I’ve learned to balance more than budgets to be a professional, alongside a mum. Some days the numbers are easier than the schedules, but both require the same principles patience, accuracy, and resilience.

I’ve often noticed that the conversation about equality mirrors the one we have about accounting. Balance requires attention, structure, and courage to question when something doesn’t add up.”

Connie Greally

Head of Purchasing



“I have been Head of Purchasing for Levy Ireland since 2024, and I bring many years of experience navigating the dynamic world of foodservice operations across Ireland. My journey has been shaped by a deep understanding of procurement, a strategic and commercial mindset, and a genuine passion for building strong, lasting relationships - both with suppliers and colleagues.

I like to work collaboratively, deliver clear communication and find solutions that work for everyone. Whether negotiating supplier contracts, streamlining supply chains, or engaging team members, I endeavour to lead with integrity and a people-first approach.

I’m thoroughly enjoying the role because it is like a family at Levy Ireland. The people I work with are engrained in the hospitality industry and their professionalism and passion for what they do is infectious.”

Kelly Marie Blanchfield

Finance Assistant Purchasing



“With over 20 years’ experience as a Senior Accounts Payable professional, I’ve built a strong track record in financial operations, vendor management, and process improvement.

I joined Levy Ireland 12 months ago as part of the Accounts Payable department, where I contributed to strengthening invoice management, compliance, and operational efficiency.

My role has evolved as I’ve transitioned into the Purchasing Department, demonstrating both my deep understanding of financial workflows and my commitment to supporting strategic procurement, cost control, and supplier relationships. My cross-functional experience allows me to bring a well-rounded perspective to organisational processes, ensuring accuracy, transparency, and value in all stages of the purchasing and payment cycle.

Outside of work, I’m a mother of two children and a committed GAA coach, reflecting my focus on leadership, teamwork, and community.”



A Final Word

This report serves as both a measure of our current position and a commitment to our ongoing journey.

We remain dedicated to creating equal opportunities for everyone. I am proud of the progress we have made to date and that our pay gap shows relatively equal pay. We are determined to sustain this and take action that will deliver further meaningful change throughout 2026 and beyond.

We will continue our mission in making this is a great place to work for everyone and with this comes creating opportunities for progress. As our business continues to evolve - we will continue to listen, learn and act to ensure that Levy Ireland remains a place where everyone feels valued, supported, and welcome.

Sharon Fitzpatrick, Director, Levy Ireland



About Levy Ireland

At our core, Levy Ireland's key philosophy is loyalty: loyalty to our island, loyalty to locally recruited employees, loyalty to clients and loyalty to procuring Irish produce.

Whether it's the iconic backdrop of the Aviva Stadium, the communal experience of The Convention Centre Dublin, the cheering crowds at Leopardstown Racecourse, we know how to create legendary experiences in remarkable venues across Ireland.