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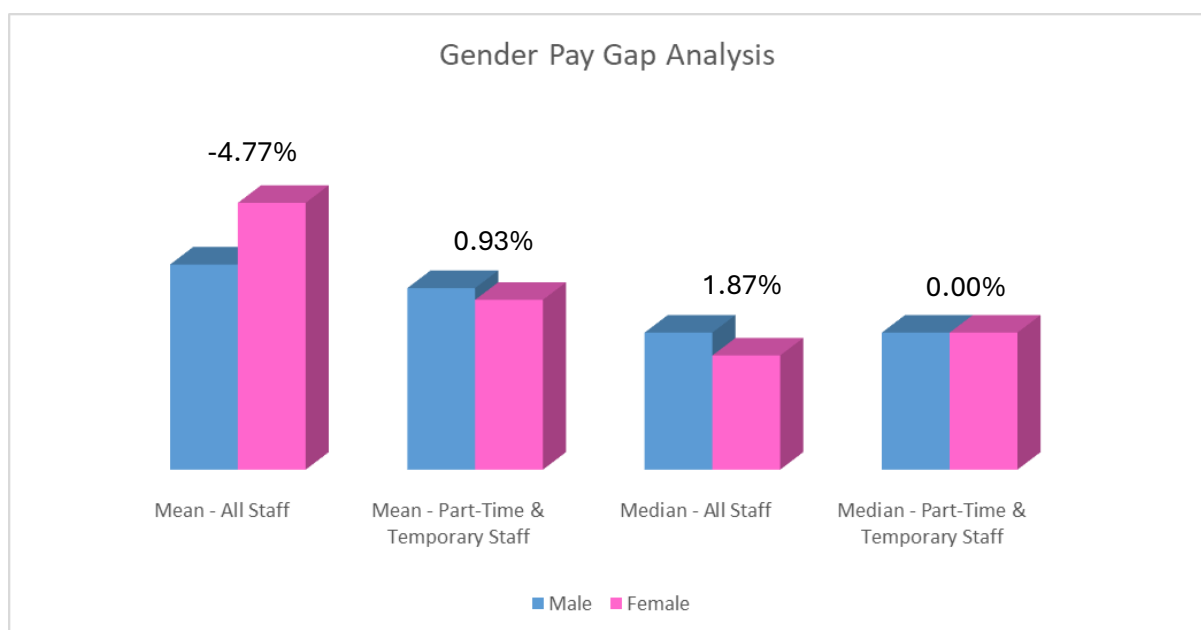
## Vagabond Gender Pay Gap Report 2025

### Executive Summary

Vagabond Tours of Ireland Ltd. conducted a Gender Pay Gap analysis using a snapshot date of 30/06/2025 to analyse the pay information for its employees in the 12 months preceding that date, in accordance with the Gender Pay Gap Information Act 2021. This analysis revealed that the company holds a negative gender pay gap overall (i.e., women are paid more than men overall), and a negligible, positive gender pay gap among part-time and temporary staff.

### Key Findings

**Average hourly earnings** - the organisation's gender pay gap reflects negligible disparities between male and female employees across job categories. With a mean gap of -4.77% (median 1.87%) for the overall workforce, the pay gap skews moderately in favour of female employees. When we look at part-time and temporary staff, which includes the Driver Guide cohort of our workforce, the gap skews very slightly in favour of male employees (0.93% mean difference, 0% median difference).

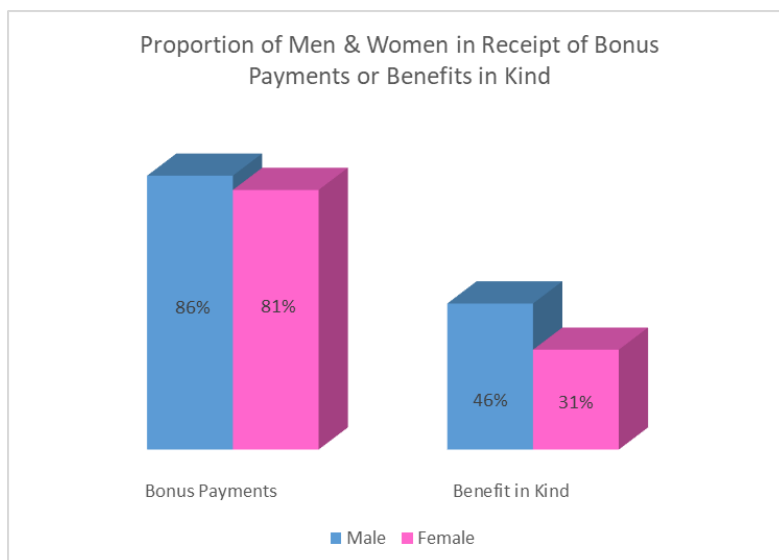




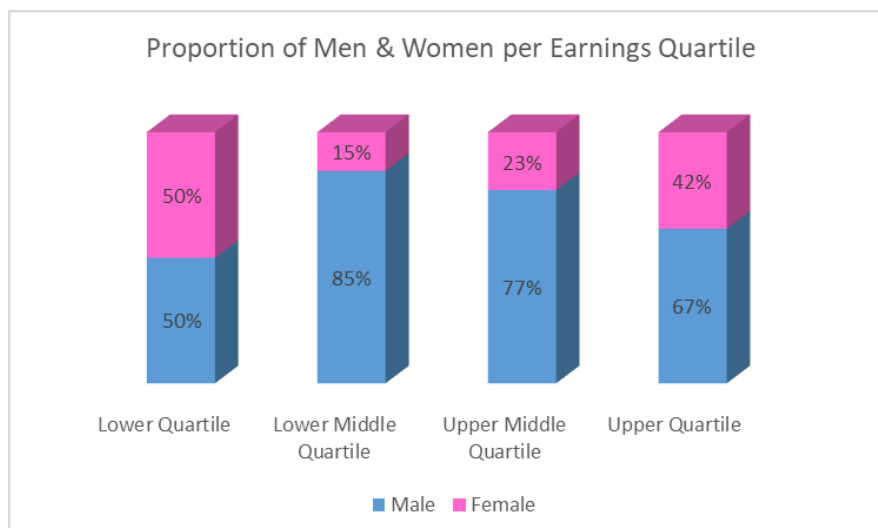
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**Bonus Payments** - 86% of male employees received a bonus payment compared to 81% of female employees during the snapshot period. Female employees’ mean bonus payments were 21.57% higher than their male counterparts overall.

**Benefits in Kind** - 46% of male employees received some kind of BIK in the snapshot period compared to 31% of female employees. All BIK offerings at Vagabond Tours are available to all employees on a voluntary basis, so this disparity is 100% attributed to personal choice by the individual.



**Quartile Analysis** - the proportion of men and women represented in each earnings quartile is outlined in the table below.





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## Potential Reasons for the Gender Pay Gap

**Occupational Segregation & Incremental Pay** - Women are underrepresented in the coach driving & adventure tourism sector in Ireland, resulting in a disparity in gender representation within the Driver Guide team, which makes up the bulk of our workforce. Vagabond Tours operates on an incremental salary scale for Driver Guides, meaning that the longer an employee is in the company, the higher their hourly rate. As a result, many of our female Driver Guides are newer to the company and therefore earn less per hour than their male counterparts who hold longer tenure.

**Caregiving Responsibilities** – The Driver Guide role requires the employee to spend extended periods of time away from home (between 5 and 15 overnight stays per tour), which is a significant barrier for people with primary caregiving responsibilities. Women are significantly more likely to be the primary caregiver for children and other relatives, which prevents them from partaking in this type of work and likely contributes to the imbalance of gender representation in our Driver Guide team. As above, this exacerbates the gender pay gap which arises because of our incremental pay increase system.

**Personal Choice** – With regard to the disparity in the proportion of men and women in receipt of Benefit in Kind, this is most heavily influenced by personal choice. Vagabond Tours offers private health insurance to all employees who have successfully completed their probationary period; however, the uptake of this benefit is optional. There are no other BIK offerings available to employees.

**Other Factors** – The disparity between men and women who received a bonus payment during the snapshot period can be explained entirely by tenure and timing for this analysis. Every employee at Vagabond Tours is eligible for an annual bonus; however, due to the timing of the bonus cycle, a small number of employees did not receive any bonus during the snapshot period, which resulted in an apparent gender gap in bonus payments.



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## Remediation Initiatives

To address the Gender Pay Gap effectively and maintain the strong levels of parity which we currently enjoy, we engage in a multi-pronged approach to gender equality at Vagabond Tours of Ireland.

**Flexible Work and Family Support** – to address the potential negative impact that motherhood and other caregiving responsibilities can have on female career progression and gender equality in the workplace, Vagabond Tours is already committed to offering parental leave and flexible working arrangements which exceed the statutory requirements for employers in the Republic of Ireland.

Our standard flexible working arrangement for office-based employees is a hybrid model, allowing employees to work from home at least 2 days per week in most roles, with additional flexibility on top to enable employees to work extra days from home when required.

The company also supports working parents through the provision of salary top-ups for statutory Paternity (2 weeks per child) and Maternity / Adoptive (12 weeks per child) Leave, thereby reducing the so-called “motherhood penalty” for expectant mothers. Furthermore, the company offers generous flexibility in relation to Statutory Flexible Working and/or Parental Leave requests, striving to work with our working parents to find an arrangement that works for them.

**Leadership Development** – Vagabond Tours of Ireland invests significantly in coaching and mentorship for senior leaders, fostering a culture of empathetic, conscientious leadership from the top down. This investment in developing leaders’ emotional intelligence reduces the risk of unconscious bias and creates a socially conscious work environment where employees of any gender can thrive.

**Bias Mitigation at Recruitment** – we have in place a highly structured recruitment & selection procedure wherein prospective employees are given ample opportunity to demonstrate their knowledge, skills and attitude through a combination of written submissions, in-person interviews, and on-the-road assessment trips. We invest considerable time and effort into investigating and assessing each individual’s suitability for a position, and candidates are scored on a wide range of criteria depending on the job requirements.



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**Pay Transparency and Audits** – From 2025, Vagabond Tours will complete an annual Gender Pay Gap analysis to ensure that our policies are having the intended impact on gender equality in the company. Looking ahead to the impending enactment of further EU Pay Transparency Regulations in Ireland, the company will commence planning for internal job categorisation and standardised pay structures in 2026, with the view to being ready to report on pay transparency by 2028.

**Compliance and Monitoring** – taking into account the upcoming changes in pay transparency reporting expectations, as well as our continued commitment to maintaining B-Corp certification, the company will continue to develop and amend our internal policies and procedures such that gender equality and pay parity are maintained and protected. Internal policies will continue to be reviewed and evaluated with respect to their impact on gender equality on an ongoing basis, based on regular gender pay gap analysis and review.

## Conclusion

While we are not surprised by the outcome, it must be said that Vagabond Tours of Ireland Ltd. takes immense pride in the results of this, our first annual Gender Pay Gap analysis. To see the fruit of our efforts to create a fair and inclusive workplace borne out in the data is incredibly rewarding. We are as motivated and committed as ever to promoting gender equality and pay parity across our business, and we look forward to preparing for the challenges that will come with the emerging legislation relating to pay transparency in the EU.