

Tips and Gratuities Policy

Ivy Asia Dublin is required by law under the Payment of Wages Act 1991 (as amended) to distribute to our employees any tips or gratuities received by us by electronic means (e.g., debit/credit card, smart device). We comply with this legislation and the associated S.I. No. 545/2022 Payment of Wages Act 1991 (Display of Notices) Regulations 2022.

Our Policy

- **Electronic Tips and Gratuities:**
All tips and gratuities received electronically are distributed to employees in a fair and transparent manner. Our distribution methodology is managed independently through a tronc arrangement to ensure a fair and transparent allocation and is based on clear criteria such as role, hours worked and contribution to service. It includes both front-of-house and back-of-house staff.
- **Cash Tips:**
Cash tips given directly to employees belong to those employees.

Transparency

- **We do not use tips or gratuities to make up basic wages.**
- **We do not retain any share of electronic tips except for lawful deductions (e.g., tax or bank charges).**
- **Employees receive a statement showing the amount of tips obtained and their share for each period.**

Date of Notice: 07/11/2025

Contact for Queries: Imogen Mcloughlin / General Manager / guestrelations@theivy-collection.com

This notice is displayed prominently on our premises and online, as required by law.