

Gender Pay Gap Reporting - 2024

Introduction

We are a relevant employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. This involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation, as at the 5th April 2023 snapshot date; it will not involve publishing individual employee data.

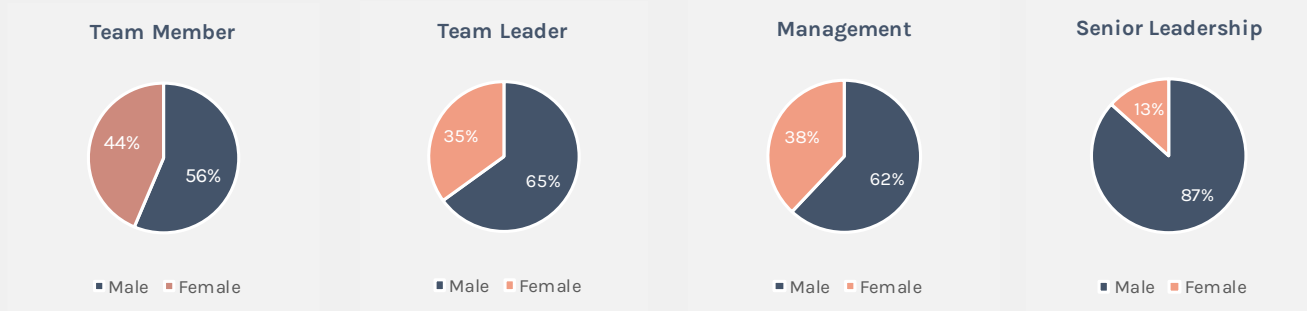
Reporting on our gender pay gap allows us to gain a greater awareness of the causes of the gap in pay between men and women, as well as identifying issues that may contribute towards this. It is important to remember, that having a gap in pay between males and females does not necessarily indicate that discrimination is happening in the workplace - there are a number of reasons for this, from past social developments to changing attitudes in the workplace. Nonetheless, we are committed to closing the gap, irrespective of the reasons for it. We currently operate a salary banding structure for all hotel based roles which, ensures that our teams pay reflects the relevant skills and knowledge that are required to perform that role, not based on gender. Women are well represented in both our Senior Leadership and Hotel Management teams.

We are proud to employ people from all backgrounds and believe that this can help us better in delivering those memorable moments for our guests. At Clermont Hotel Group we are committed to providing opportunities to all employees, regardless of their gender, sex, sexual orientation, gender reassignment, marital status (including Civil Partnerships), race or ethnic origin, disability, part-time or fixed term working, and trade union membership.

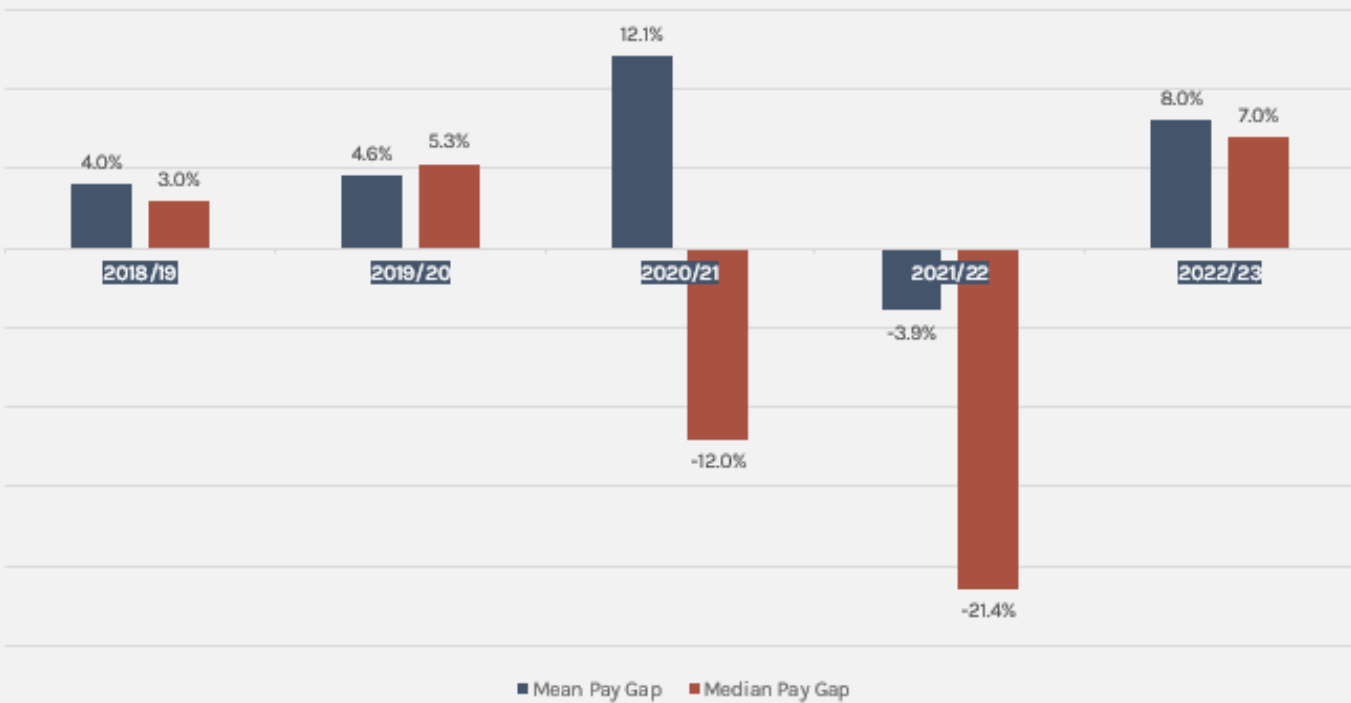
Relevant Employee: a person who is employed by the relevant employer on the snapshot date.

Full Pay Employee: a "relevant employee" who is not, during the relevant pay period, paid at a reduced rate, or nil as a result of the employee being on "leave" and includes things like family leave.

Demographics



Comparative View



Reporting

Total Relevant Employees:	<u>1591</u>	
Mean Gender Pay Gap		
Mean Male Hourly Rate	£	17.00
Mean Female Hourly Rate:	£	16.52
Difference (£)	£	0.48
Difference (%)		<u>3%</u>
Industry Average (%)		11%
- variance to Industry Average		-9%

Mean Bonus Pay Gap		
Mean Male Bonus	£	8,671.44
Mean Female Bonus:	£	3,783.73
Difference (£)	£	4,887.71
Difference (%)		<u>56%</u>
Industry Average (%)		25%
- variance to Industry Average		31%

Males & Females in receipt of a Bonus		
Male Bonus Participation		22.20%
Female Bonus Participation		25.68%
Difference (%)		<u>-3.5%</u>
		222
		33.38345865

Total Full Pay Employees:	<u>1191</u>	
Median Gender Pay Gap		
Median Male Hourly Rate	£	14.54
Median Female Hourly Rate:	£	14.96
Difference (£)	£	(0.42)
Difference (%)		<u>-3%</u>
Industry Average (%)		1%
- variance to Industry Average		-4%

Median Bonus Pay Gap		
Median Male Median	£	1,240.00
Median Female Median	£	539.44
Difference (£)	£	700.56
Difference (%)		<u>56%</u>
Industry Average (%)		14%
- variance to Industry Average		42%

Males & Females by Pay Quartile		
Lower Quartile		298
of which are MALE (%)		14%
of which are FEMALE (%)		9%
Lower Middle Quartile		298
of which are MALE (%)		172%
of which are FEMALE (%)		111%
Upper Middle Quartile		298
of which are MALE (%)		57%
of which are FEMALE (%)		30%
Upper Quartile		298
of which are MALE (%)		64%
of which are FEMALE (%)		48%