



Gender Pay Gap Report 2022

As a business, we pride ourselves in our ability to attract, develop, and retain a diverse range of talent across all our hotels. We value the diversity of our dedicated workforce and see as key to our success a commitment to equal opportunities and equal treatment for all employees.

Our desire is to create a company and culture that retains the best people in our industry.

We are pleased with our results, which show our gender pay gap figures have been consistently more favourable compared with the national average. We recognise that there are still opportunities for us to continue to drive a vibrant and inclusive work environment.

Background

This report outlines the gender pay gap for Britannia Hotels No.2 Limited, compiled in line with the legislation using the “snapshot date” of 5 April 2022. This report reflects the average paid to males and females across our business. It’s not a comparison of pay rates for males and females doing work of equal value.

The Covid Pandemic had a large impact on the hospitality industry in the 12 months before the snapshot date, and so for Britannia Hotels this has led to a lower number of employees at the snapshot date and impacted the pay gaps.

Statutory Disclosure

This document has been published in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. These results have also been published as required on the Gov.uk website. All data provided is accurate as at 5 April 2022. I confirm that the calculations provided are accurate and meet the requirement of the legislation.

Robert Ferrari

Director

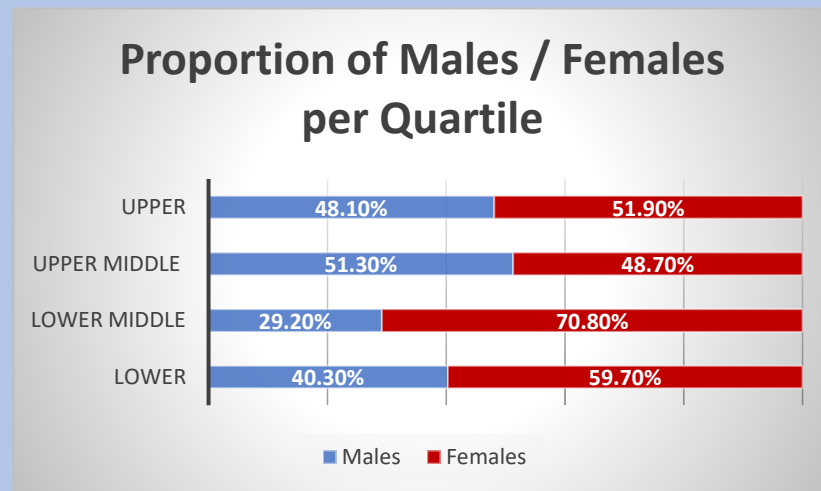


GENDER PAY GAP (MEAN & MEDIAN)

MEAN HOURLY PAY GAP	4.9%
MEDIAN HOURLY PAY GAP	13.1%

This is the first year since reporting began where our female employees mean hourly pay was lower than our male employees and could be due to changes in the compositions of the workforce following Covid 19. As noted by the office of national statistics, we would encourage users of this data to focus on long term trends rather than year on year changes

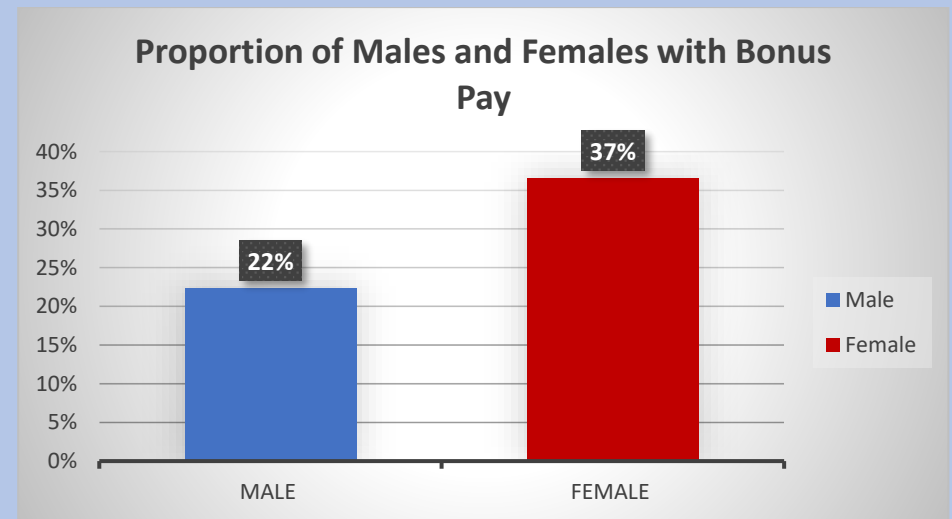
While our result continues to be better than the National currently 8.3%, we are passionately committed to gender pay gap improvements.



Across more than half of the quartiles, we have a higher representation of women compared to men. This reflects our business model attracts and retains talent irrespective of gender.

GENDER BONUS GAP (MEAN & MEDIAN)

MEAN BONUS PAY GAP	21.9%
MEDIAN BONUS PAY GAP	22.8%



A higher proportion of our female employees received bonus payments compared to our male employees.