



Gender Pay Gap Report 2021

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 Limited. All statistics have been compiled in line with the legislation using the “snapshot date” of 5 April 2021. 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 2021. I confirm that the calculations provided are accurate and meet the requirement of the legislation.

Robert Ferrari

Director

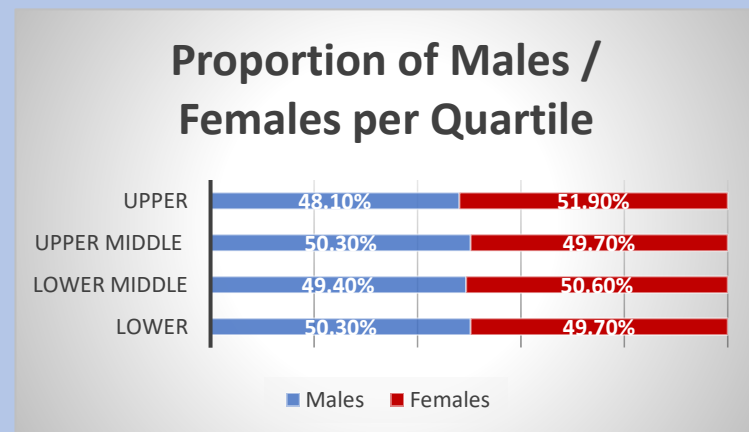


GENDER PAY GAP (MEAN & MEDIAN)

MEAN HOURLY PAY GAP	0.6%
MEDIAN HOURLY PAY GAP	0.0%

Whilst we have a positive mean gender pay gap percentage it is less than 1 percent and the median pay gap is less than 0.1% which means that there is a negligible difference in the mean and median hourly pay of our male and female employees

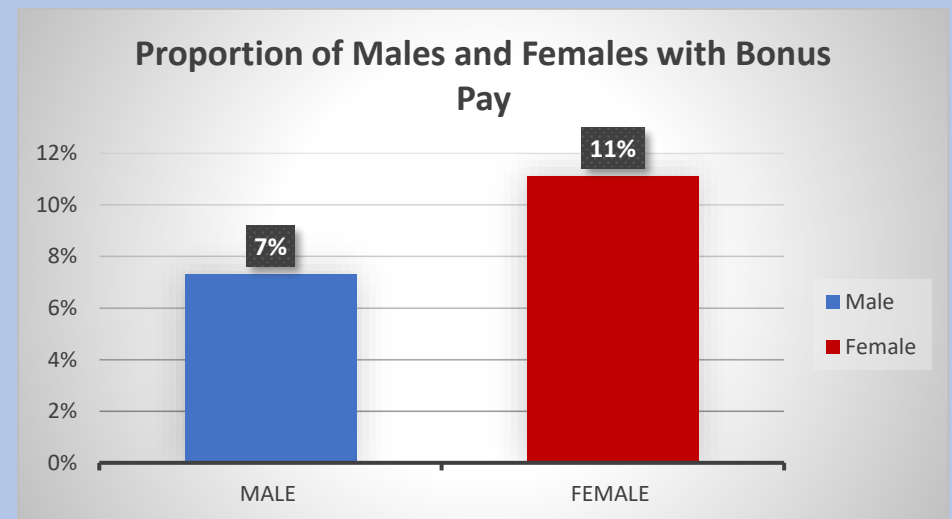
These figures compare very favourably with the Office for National Statistics averages. While our result is better than the average, we are passionately committed to gender pay gap improvements.



GENDER BONUS GAP (MEAN & MEDIAN)

MEAN BONUS PAY GAP	-159.9%
MEDIAN BONUS PAY GAP	18.0%

The mean bonus of our female employees in 2021 was more than twice as high as the mean bonus of our male employees.



A higher proportion of our female employees received bonus payments compared to our male employees. Both proportions are much lower than 2020 due to the Covid Pandemic.