



Gender Pay Gap Report 2025

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 2025. 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.

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 2025. I confirm that the calculations provided are accurate and meet the requirement of the legislation.

Lee Jones

CEO of Britannia Hotels Limited

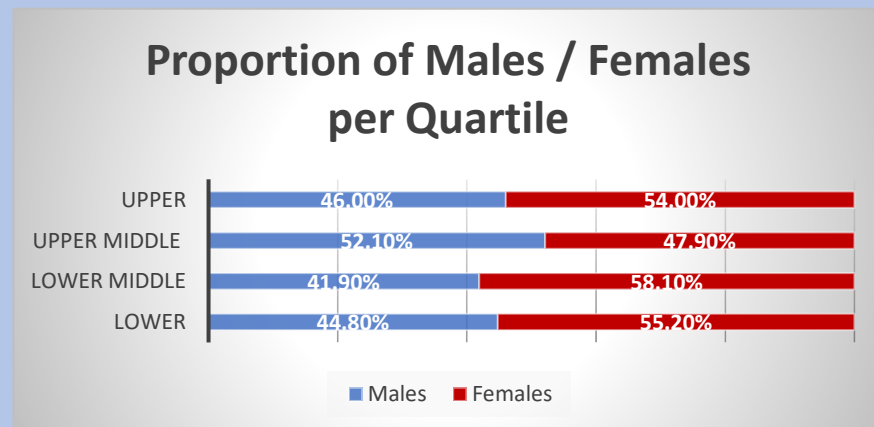


GENDER PAY GAP (MEAN & MEDIAN)

MEAN HOURLY PAY GAP	5.4%
MEDIAN HOURLY PAY GAP	4.6%

This year has seen a slight increase in the mean & median gender pay gap, however both results are still lower than those of 2020 (mean 6.96% and median 7.14%). 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.

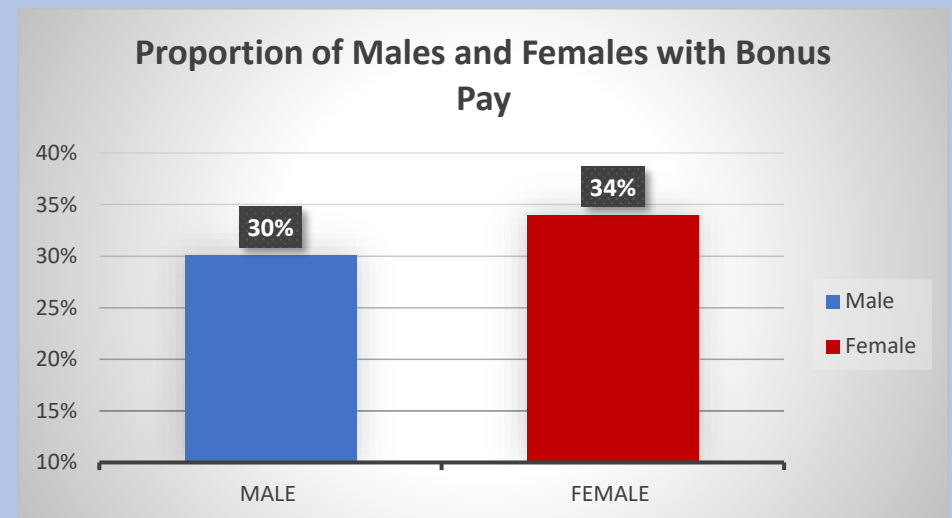
These figures compare very favourably with the Office for National Statistics average currently 6.9%. While our result is better than the average, we are passionately committed to gender pay gap improvements.



We have a higher representation of women compared to men across 3 out of 4 quartiles, including the upper quartile. This reflects that our business model attracts and retains talent irrespective of gender.

GENDER BONUS GAP (MEAN & MEDIAN)

MEAN BONUS PAY GAP	26.0%
MEDIAN BONUS PAY GAP	8.4%



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