



## Gender Pay Gap Report 2023

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 Payroll Limited. All statistics have been compiled in line with the legislation using the “snapshot date” of 5 April 2023. 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 2023. I confirm that the calculations provided are accurate and meet the requirement of the legislation.*

**Robert Ferrari**

**Director**

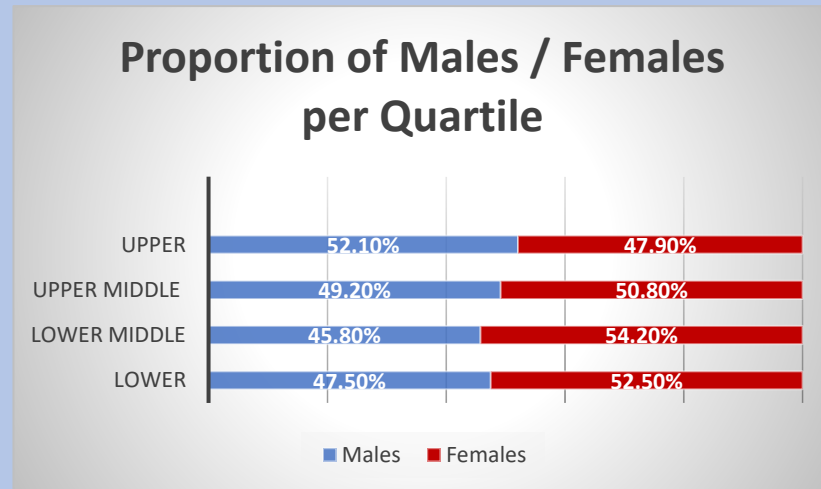


### GENDER PAY GAP (MEAN & MEDIAN)

MEAN HOURLY PAY GAP	-0.3%
MEDIAN HOURLY PAY GAP	3.5%

These low mean and median gender pay gaps compare very favourably with the Office for National Statistics' UK average currently 14.3%.

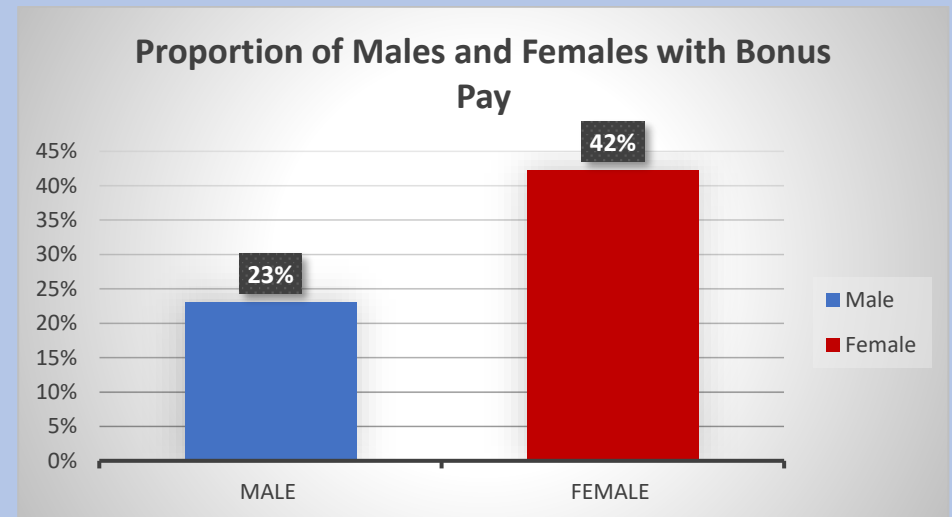
While our result is better than the national average, we are passionately committed to reduce the gap further.



### GENDER BONUS GAP (MEAN & MEDIAN)

MEAN BONUS PAY GAP	-8.8%
MEDIAN BONUS PAY GAP	-207.2%

The mean bonus pay of our female employees in 2023 was higher than the mean bonus pay of our male employees.



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