



## Gender Pay Gap Report 2018

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 below 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 2018. 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 2018. I confirm that the calculations provided are accurate and meet the requirement of the legislation.*

**Robert Ferrari**  
**Director**



#### GENDER PAY GAP (MEAN & MEDIAN)

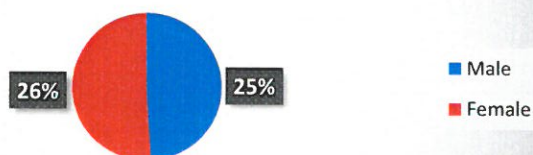
MEAN HOURLY PAY GAP	0.60%
MEDIAN HOURLY PAY GAP	5.20%

We have an exceptionally low mean gender pay gap of 0.6% and a 5.20% median gender pay gap which compares very favourably against the Office for National Statistics UK averages of 17.9% and 17.1%, respectively. While this result is better than the national and industry average (4.2%, 8.4%), we are passionately committed to reduce the gap even further.

#### GENDER BONUS GAP (MEAN & MEDIAN)

MEAN BONUS PAY GAP	15.60%
MEDIAN BONUS PAY GAP	34.20%

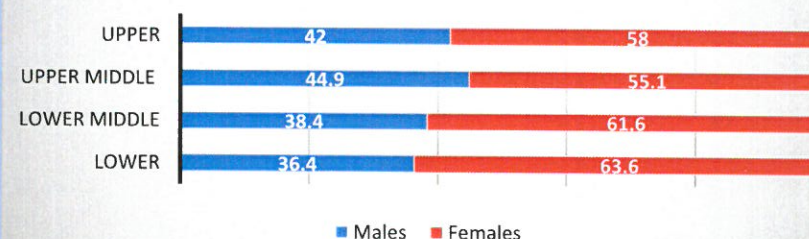
#### Proportion of Males and Females with Bonus Pay



Overall, a slightly higher proportion of our female employees received bonus payments compared to males.

The mean and median bonus gap arose, due to roles in which male and female team members work within the business and the salaries that the roles attract in the labour market.

#### Proportion of Males / Females per Quartile



Across all 4 quartiles, we have a higher representation of women compared to men. This reflects our business rationale to attract and retain talent irrespective of gender.