



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 Payroll 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



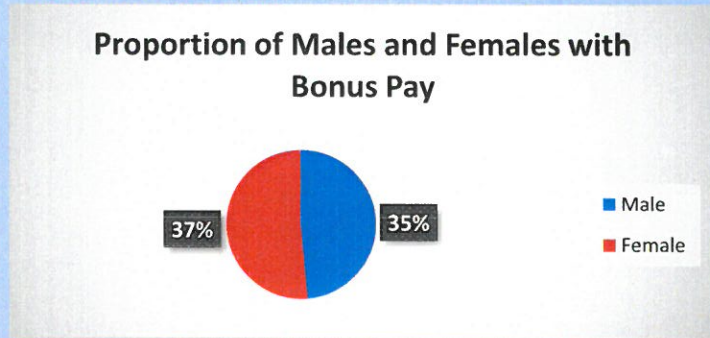
GENDER PAY GAP (MEAN & MEDIAN)

MEAN HOURLY PAY GAP -4.40%
 MEDIAN HOURLY PAY GAP 6.10%

We are pleased to report that we have no mean pay gap. On average our female workforce earns more than their male counterparts. This 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 average, we are passionately committed ensuring we consistent year on year.

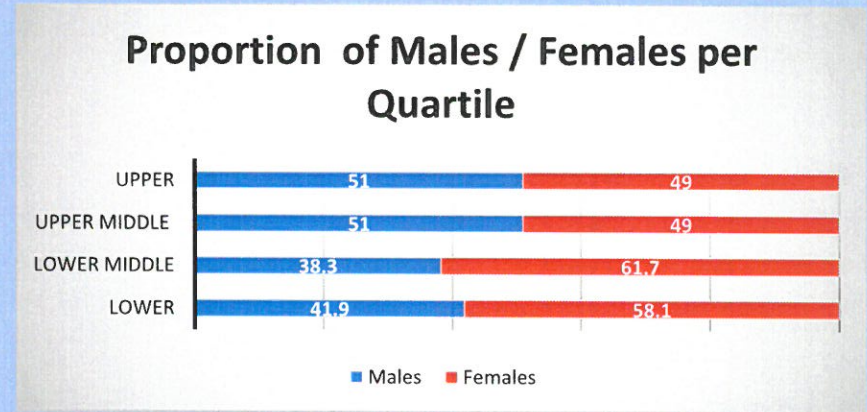
GENDER BONUS GAP (MEAN & MEDIAN)

MEAN BONUS PAY GAP 19.80%
 MEDIAN BONUS PAY GAP 51.80%



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.



Across the lower quartiles we have a higher representation of female employees, the upper quartiles are slightly skewed towards male employees.