

GENDER PAY GAP REPORT

Hotel
du Vin
& Bistro

Mahmaison

A member of the Frasers Hospitality Group

GENERAL STATEMENT

The Malmaison & Hotel Du Vin Brands employ over 2500 employees and is committed to gender diversity. Through development and internal training we will continue to grow all employees in their chosen career paths and supported by enhanced recruitment process, we will continue to be best in class in recruiting employees who match the values of our brands. We will commit to continue to attract women to our business through continually reviewing our benefits and packages and continue to give equal access to development opportunity to all.

Lindsay Southward, Group People Development Director

Flexible working policy

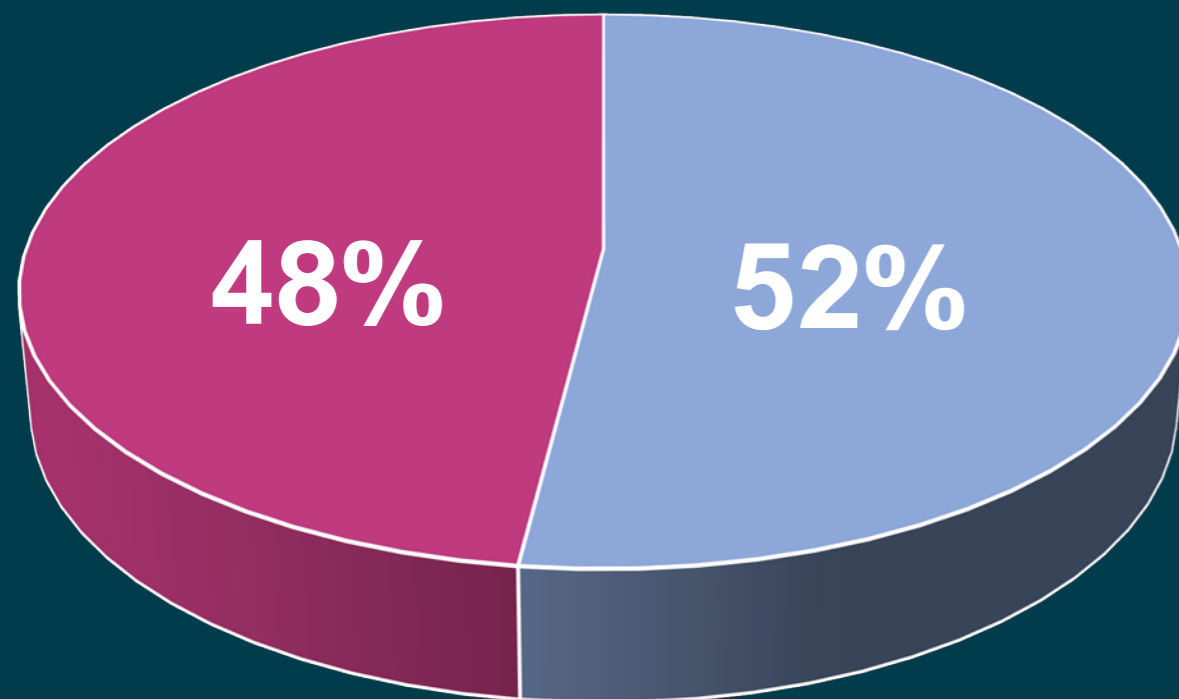
The company operates a flexible working policy and recognises the requirement for flexible working options and work life balance. The business sees a great number of requests approved and supported ensuring a positive impact for employees and those returning from maternity at all levels within the business.

Remuneration policy

We have a consistent approach to remuneration aimed at ensuring all employees are paid fairly based on hotel performance and market conditions. We have an annual increase policy which allows for a full market review of all rates of pay across the UK and offers a cost of living increase as standard for all employees. The business commits monthly to reviewing all promotions and salary increases for fairness and consistency via a senior HR & management check.

PROMOTIONS, DEVELOPMENT & PROGRESSION

Promotions



■ Male ■ Female

The company is committed to promoting from within and has numerous examples of internal moves across both brands of Malmaison & Hotel Du Vin, showing a strength in progressing employees through career paths. Growth and development is supported by the introduction of KRA's (key responsibility Areas) for all employees which are measured via annual performance reviews, to give equal opportunity and fair measurement to all employees.

The company operates a Rising Star & Aspiring Leader programme which has seen 38 employees graduate this programme and from this equal number of Males & Females progressed to next step positions. 22 number of males 16 number of females been on programmes and of these 12 males and 11 females have been promoted within the business following taking part in this training programme.

Overall, as illustrated, 55 males have been promoted in business or changed roles & 51 females promoted or changed roles in the business from April 16 – April 17 showing a balanced approach to progression.

HOTEL DU VIN – GENDER PAY REPORT

4.2% Mean Pay Gap

2.7% Median Pay Gap

14.3% Mean Bonus Gap

0.3% Median Bonus Gap

% of total employees receiving a bonus:



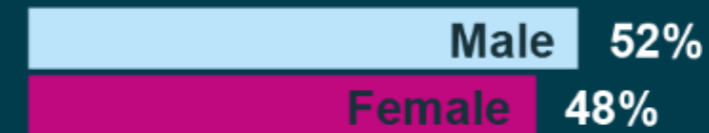
Male
23%



Female
30%

Pay Quartiles by gender:

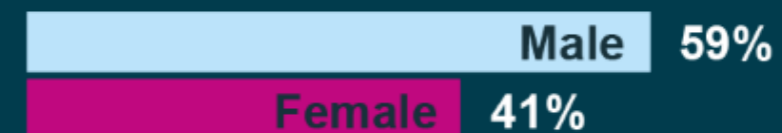
Lower:



Lower middle:



Upper middle:



Upper:



The results show an extremely positive approach to being a best in class employer in the lower quartiles.

As a business Hotel du Vin will focus on the development, progression and attraction of females into more senior positions as well as constantly reviewing the bonus criteria and awards on an annual basis.

Guus Bakker CEO – Hotel Du Vin Trading Ltd



MALMAISON – GENDER PAY REPORT

7.0% Mean Pay Gap

2.6% Median Pay Gap

38.1% Mean Bonus Gap

13.6% Median Bonus Gap

% of total employees receiving a bonus:



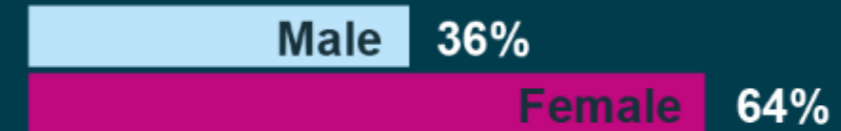
Male
26%



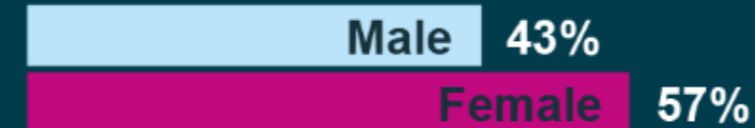
Female
35%

Pay Quartiles by gender:

Lower:



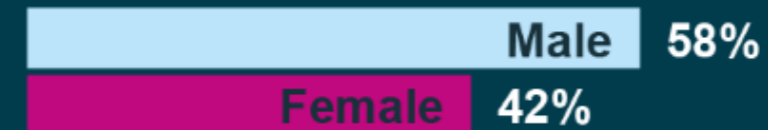
Lower middle:



Upper middle:



Upper:



The results show an extremely positive approach to being a best in class employer in the lower quartiles. Whilst we employ more females than males they are mostly employed into the lower quartile. As a business Malmaison will focus on the development, progression and attraction of females into more senior positions as well as constantly reviewing the bonus criteria and awards on an annual basis.

Guus Bakker CEO – Malmaison Trading Ltd

THANK YOU
Any questions please ask.