

GENDER PAY GAP REPORT

Snapshot Date - 5th April 2021

Malmaison

Hotel
du Vin
& Bistro

GENDER PAY GAP

General Statement



Despite the reduced qualifying report group in 2021, Malmaison & Hotel du Vin continues to be committed to gender diversity, equality and inclusion (DEI).

Our membership to WiHTL (Women in Hospitality, Tourism & Leisure) along with the DEI policy in place gives us a focus on the importance of being consistent to our commitment to be an employer of choice for everyone.

These tools drive the continuing support for flexible working, combined with a market leading remuneration and personal growth and career development strategy.

The online and classroom training provisions for Diversity and Equality continue to grow every year and will continue to be a mandatory part of our onboarding programme for every employee, whilst also being a key part of annual development for all existing employees.

We will continue to grow all employees in their chosen career paths and continue to be best in class in recruiting employees who match the values of our brands. Our 'Your Voice' campaign and communications platforms allow everybody to engage, feedback and communicate with our initiatives. We continue to engage and attract women in our business through continually reviewing our benefits and packages and continue to give equal access to development opportunities to all, ensuring that everyone has the best possible opportunity to become the best version of themselves.

Martyn Ball, Director of HR

NB. The snapshot date for this report was taken as required on 5th April 2021 and the UK Hospitality sector was emerging from the pandemic with restrictions on service and delivery at our properties which in turn reduced the number of qualifying employees we should normally report.

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GENDER PAY GAP

Malmaison



Calculated in accordance with The Equality Act 2010 (Gender Pay Information) Regulations 2017. Date as of 5th April 2021
Results produced by Malmaison Trading Limited

Gender Pay Gap:

Mean Pay Gap	8.9%
Median Pay Gap	2.5%
Mean Bonus Gap	-1,024.4%
Median Bonus Gap	-1,100%
Percentage Receiving Bonus:	
85% Female	15% Male

Pay Quartiles by Gender:

Lower Pay	Female 22.3%	Male 77.7%
Lower Middle Pay	Female 64.7%	Male 35.3%
Upper Middle Pay	Female 41.2%	Male 58.8%
Upper Pay	Female 23.6%	Male 76.4%

The results show an extremely positive approach to being a best in class employer in the lower pay quartile we also excel in bonus received and paid compared to males. 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

GENDER PAY GAP

Hotel du Vin

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Calculated in accordance with The Equality Act 2010 (Gender Pay Information) Regulations 2017. Date as of 5th April 2021
Results produced by Hotel Du Vin Trading Limited

Gender Pay Gap:

Mean Pay Gap 0.2%

Median Pay Gap 2.5%

Mean Bonus Gap 13.7%

Median Bonus Gap 38.3%

Percentage Receiving Bonus:

26% Female 2.3% Male

Pay Quartiles by Gender:

Lower Pay Female 25% Male 75%

Lower Middle Pay Female 47% Male 53%

Upper Middle Pay Female 37.5% Male 62.5%

Upper Pay Female 28% Male 72%

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

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