

# GENDER PAY GAP STATEMENT

At Hotel du Vin, we are committed to creating a fair, inclusive, and equitable workplace where all individuals have the opportunity to thrive. As part of this commitment, we publish our annual Gender Pay Gap figures in line with UK Government reporting requirements.

These results reflect the difference in average pay between men and women across our organisation, regardless of role, seniority, or working patterns.

## *OUR 2024 GENDER PAY GAP RESULTS*

### HOURLY PAY

- MEAN GENDER PAY GAP: 3.8%
- MEDIAN GENDER PAY GAP: 1.6%

These results indicate that, on average, women at Hotel du Vin earn slightly less than men. However, our gender pay gap remains significantly lower than national averages, and our median figure demonstrates that pay levels between men and women across the business are closely aligned.

### *BONUS PAY*

- MEAN BONUS GAP: -11.6%
- MEDIAN BONUS GAP: -18.6%

A negative bonus gap means that, on average, women received higher bonus payments than men during the reporting period. This is a positive reflection of the increasing number of women in roles that are eligible for performance related bonus schemes.

## *PROPORTION OF EMPLOYEES RECEIVING A BONUS*

The distribution of men and women across our pay quartiles is as follows:

### LOWER QUARTILE:

54% male, 46% female

### LOWER MIDDLE QUARTILE:

42% male, 58% female

### UPPER MIDDLE QUARTILE:

54% male, 46% female

### UPPER QUARTILE:

57% MALE, 43% female

These figures show a balanced representation of men and women across most pay levels. While the upper quartile has a slightly higher proportion of male employees, our lower middle quartile demonstrates particularly strong female representation.

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## *OUR COMMITMENT*

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Hotel du Vin remains dedicated to ensuring that all colleagues are treated fairly and have equal access to opportunities. Although our gender pay gap results are positive overall, we recognise that there is always more to do. We continue to focus on:

- Strengthening development pathways to support progression for women into senior roles.
- Ensuring consistent and transparent recruitment and promotion practices.
- Reviewing reward structures to maintain equity across all functions.
- Supporting flexible working arrangements to help colleagues manage work and life responsibilities.

We are proud of the progress we have made, and we remain committed to further reducing any gender imbalance within our organisation.

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 internal 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.

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MARTYN BALL

*Director of People and Culture*

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