

GENDER PAY REPORTING

Introduction

We are very proud to be an organisation in which women fulfil key roles in our hotels. We are committed to creating an inclusive work environment where all staff feel valued and fully engaged with our business.

Our business comprises four employing entities: Claridge's Hotel Limited, The Connaught Hotel Limited, The Berkeley Hotel Limited and Maybourne Hotels Limited. Maybourne Hotels Limited does not fall within the scope of the Government Regulations however we have reported on a voluntary basis on our website.

What is the Gender Pay Gap?

The gender pay gap shows the difference between the earnings of men and women as a percentage of men's earnings. The figure is intended to provide a high-level indicator of earning power and highlight any inequalities in the market.

Gender pay is not the same as equal pay. Equal pay deals with the difference in pay between men and women who carry out the same jobs, similar jobs or work of equal value. We are confident that men and women are paid equally for doing equivalent jobs across our business.

What are the calculations?

Hourly rates of pay

- The mean is calculated by adding up everyone's rate of pay and dividing that sum by the number of rates of pay.
- The median is the middle value when all the different rates are placed in order. According to the Office for National Statistics (the "ONS"), the median national gender pay gap across the UK is 17.9%.
- The figures below show our gender pay gap based on hourly rates of pay as at the snapshot date of 5 April 2018.

Pay Quartiles

- All employees are ranked from lowest to highest by hourly rate and then allocated to each quartile based on their hourly rate.

Incentive pay

- The figures below show our pay gap based on incentives paid to employees during the period 6 April 2017 to 5 April 2018.

Year on Year comparison

When we consider a year on year comparison, we see positive trends for The Berkeley, Claridge's and Maybourne with a lower gender pay gap. We will continue to ensure that we actively support the reduction of the gender pay gap going forwards and we are pleased to see that all of our entities continue to have a lower median gender pay gap than the national average.

Claridge's

Statistics	Results 2017		Results 2018
The mean gender pay gap	6.8%		3.5%
The median gender pay gap	-0.3%		-0.3%
The mean bonus gender pay gap	27.2%		29.8%
The median bonus gender pay gap	11%		6%
The proportion of females receiving a bonus payment	93.3%		93.4%
The proportion of males receiving a bonus payment	90.3%		92.7%
The proportion of males and females in each quartile band	Lower quartile	F: 29.1%	F: 31.1%
		M: 70.9%	M: 68.9%
	Lower middle quartile	F: 28.2%	F: 22.7%
		M: 71.8%	M: 77.3%
	Upper middle quartile	F: 50%	F: 44.5%
		M: 50%	M: 55.5%
	Upper quartile	F: 27.5%	F: 31.9%
		M: 72.5%	M: 68.1%

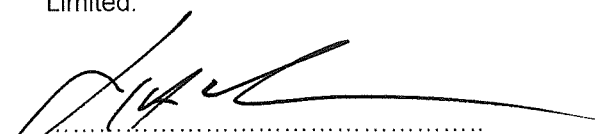
The Connaught

Statistics	Results 2017		Results 2018
The mean gender pay gap	15.8%		16.2%
The median gender pay gap	6.5%		12.1%
The mean bonus gender pay gap	43.4%		26.4%
The median bonus gender pay gap	31%		16.7%
The proportion of females receiving a bonus payment	92.7%		99%
The proportion of males receiving a bonus payment	95.4%		97%
The proportion of males and females in each quartile band	Lower quartile	F: 32.9%	F: 44%
		M: 67.1%	M: 56%
	Lower middle quartile	F: 60%	F: 61.5%
		M: 40%	M: 38.5%
	Upper middle quartile	F: 37.3%	F: 39.4%
		M: 62.7%	M: 60.6%
	Upper quartile	F: 22.7%	F: 19.4%
		M: 77.3%	M: 80.6%

The Berkeley

Statistics	Results 2017		Results 2018
The mean gender pay gap	14.8%		14.8%
The median gender pay gap	17.9%		9.8%
The mean bonus gender pay gap	38%		25.2%
The median bonus gender pay gap	24.2%		14.3%
The proportion of females receiving a bonus payment	87.6%		93.1%
The proportion of males receiving a bonus payment	91.9%		90.2%
The proportion of males and females in each quartile band	Lower quartile	F: 40.7%	F: 47.1%
		M: 59.3%	M: 52.9%
	Lower quartile middle	F: 56.5%	F: 51.4%
		M: 43.5%	M: 48.6%
	Upper quartile middle	F: 36%	F: 42.9%
		M: 64%	M: 57.1%
	Upper quartile	F: 27.1%	F: 29.5%
		M: 72.9%	M: 70.5%

This statement confirms that the published information is accurate at the time of publishing and is signed by Liam Cunningham, statutory director of Claridge's Hotel Limited, The Connaught Hotel Limited and The Berkeley Hotel Limited.



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Liam Cunningham
Director

Maybourne

Statistics	Results - 2017		2018
The mean gender pay gap	15.3%		14.7%
The median gender pay gap	-3.5%		0%
The mean bonus gender pay gap	1.7%		- 3.8%
The median bonus gender pay gap	-37.8%		-38.9%
The proportion of females receiving a bonus payment	77.1%		79.6%
The proportion of males receiving a bonus payment	56%		64%
The proportion of males and females in each quartile band	Lower quartile	F: 86.7%	F: 70.6%
		M: 13.3%	M: 29.4%
	Lower middle quartile	F: 42.9%	F: 58.8%
		M: 57.1%	M: 41.2%
	Upper middle quartile	F: 71.4%	F: 64.7%
		M: 28.6%	M: 35.3%
	Upper quartile	F: 64.3%	F: 58.8%
		M: 35.7%	M: 41.2%