

# GENDER PAY REPORTING

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## ***Introduction***

We are very proud to be an organisation in which women fulfil key roles in our hotels. We are continually making efforts to ensure that the gender pay gap is minimal across our businesses, we are pleased to see the progress over past years in minimizing the gap. This is important to us so that we can encourage greater opportunities for women in the workplace. 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 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.

## ***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. The gender pay gap has been declining slowly in recent years, among all employees the gap fell from 17.8% in 2018 to 17.3% in 2019 (as per office of national statistics)
- The figures below show our gender pay gap based on hourly rates of pay as at the snapshot date of 5 April 2019.

### ***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 2018 to 5 April 2019.

**Claridge's**

<b>Statistics</b>	<b>Results</b>	
The mean gender pay gap	8.9%	
The median gender pay gap	-2.8%	
The mean bonus gender pay gap	35%	
The median bonus gender pay gap	3.8%	
The proportion of females receiving a bonus payment	89.2%	
The proportion of males receiving a bonus payment	92.3%	
The proportion of males and females in each quartile band	<b>Quartile 1</b>	F: 25.2%
		M: 74.8%
	<b>Quartile 2</b>	F: 43.9%
		M: 56.1%
	<b>Quartile 3</b>	F: 39.1%
		M: 60.9%
	<b>Quartile 4</b>	F: 31.1%
		M: 68.9%

**Connaught**

<b>Statistics</b>	<b>Results</b>	
<b>The mean gender pay gap</b>	15.2%	
<b>The median gender pay gap</b>	12.2%	
<b>The mean bonus gender pay gap</b>	27.1%	
<b>The median bonus gender pay gap</b>	6.2%	
<b>The proportion of females receiving a bonus payment</b>	96.1%	
<b>The proportion of males receiving a bonus payment</b>	96.5%	
<b>The proportion of males and females in each quartile band</b>	<b>Quartile 1</b>	F: 59.5%
		M: 40.5%
	<b>Quartile 2</b>	F: 44.8%
		M: 55.2%
	<b>Quartile 3</b>	F: 30.2%
		M: 69.8%
	<b>Quartile 4</b>	F: 31.6%
		M: 68.4%

**Berkeley**

Statistics	Results	
The mean gender pay gap	14.4%	
The median gender pay gap	12.6%	
The mean bonus gender pay gap	37.2%	
The median bonus gender pay gap	21.8%	
The proportion of females receiving a bonus payment	88.5%	
The proportion of males receiving a bonus payment	92.7%	
The proportion of males and females in each quartile band	Quartile 1	F: 54.5%
		M: 45.5%
	Quartile 2	F: 47.5%
		M: 52.5%
	Quartile 3	F: 41.6%
		M: 58.4%
	Quartile 4	F: 22.9%
		M: 77.1%

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.

Liam Cunningham  
Director

**Maybourne**

<b>Statistics</b>	<b>Results</b>	
<b>The mean gender pay gap</b>	11%	
<b>The median gender pay gap</b>	-5.5%	
<b>The mean bonus gender pay gap</b>	5%	
<b>The median bonus gender pay gap</b>	-64.8%	
<b>The proportion of females receiving a bonus payment</b>	88.2%	
<b>The proportion of males receiving a bonus payment</b>	83.3%	
<b>The proportion of males and females in each quartile band</b>	<b>Quartile 1</b>	F: 65%
		M: 35%
	<b>Quartile 2</b>	F: 57.9%
		M: 42.1%
	<b>Quartile 3</b>	F: 70%
		M: 30%
	<b>Quartile 4</b>	F: 55%
		M: 45%