



## **Gender Pay Gap 2021**

Emerald Hotels I LP is a new business which took ownership of a number of the SLG Hotels when the company went into administration in May 2020. The business comprises of 32 hotels. There has been no gender pay gap reporting prior to 2021, so there is no historical information for comparison.

Due to the pandemic all properties were closed for the 'snapshot' on 5<sup>th</sup> April 2021. At the time of reporting, we have 223 employees on a furlough or flexi-furlough basis - in line with the government rules at the time - with an additional 79 employees unpaid due to not being eligible for furlough scheme. As many of the properties were closed in 2020 and did not open until May 2021, this report is an unrepresentative view of our workforce.

Within Emerald Hotels I LP everyone is paid for the role they have and their performance in that role. No other factors effect remuneration. We are an equal pay employer; men and women performing equal roles receive equal pay.

The Office for National Statistics has reported that among all employees the gender pay gap increased to 15.4%, from 14.9% in 2020, but is still down from 17.4% in 2019.

### **Results for Emerald Hotels I LP**

#### **Mean gender pay gap**

The female mean hourly rate is 1.675% lower than the male mean hourly rate of pay.

#### **Median gender pay gap**

The female median is 2.039% lower than the male median

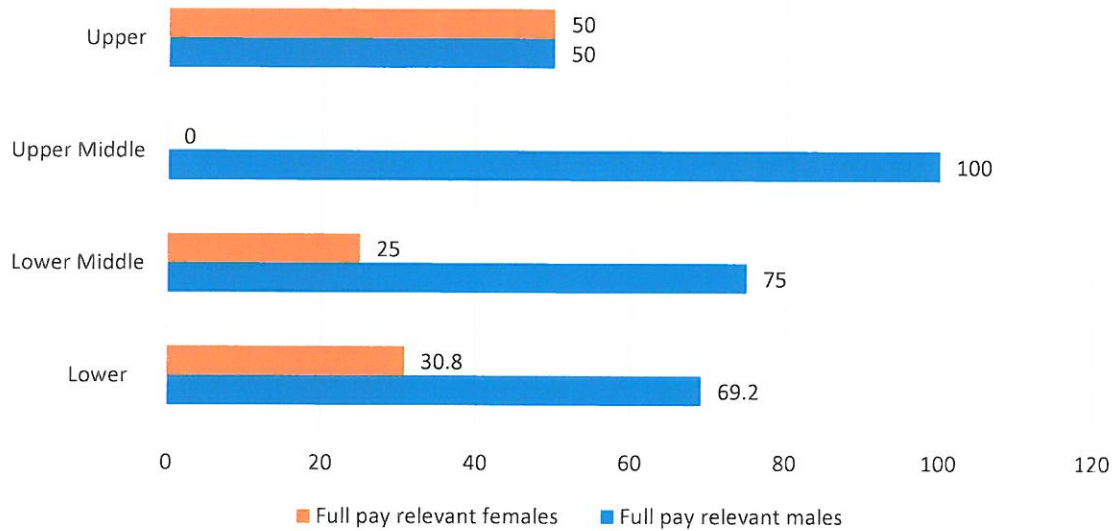
### **Hourly Pay Quartiles**

The proportion of male and female employees are split into quartile bands based on their hourly rate. The banding illustrates an equal pay in the higher band; however, figures are distorted due to low numbers of 'Full pay relevant employees' and employees on furlough and flexi-furlough.

# COAST & COUNTRY

HOTEL COLLECTION

## Hourly Pay Quartiles



### **Bonus Pay Information**

At the date of the 'snapshot' on 5<sup>th</sup> April, no bonus payments were made in the business. Within Emerald Hotels I LP, both genders have the opportunity to be awarded a bonus: all bonus incentives are on a discretionary basis and are based on performance. We will continue to grow the opportunity to receive a bonus in the business.

Signed

Dated

30.03.22

Name - Stephen Littlefair - Director