

## Gender Pay Gap Statement - 2022

As an employer with a workforce of more than 250 in the UK, we must comply with updated guidance for the statutory provisions regarding Gender Pay Gap. This report is for 5 April 2022 and the figures contained have been calculated using the methodology stipulated by UK legislation.

Due to the pandemic, at the time of reporting the Gender Pay Gap for 2021, all properties were closed for the ‘snapshot’ on 5 April 2021. Many of the properties did not open until May 2021. As such last year’s publication was unrepresentative of the gender pay gap in our workforce. We believe this report is an illustrative representation and should allow for improved opportunity to reduce our Gender Pay Gap.

Within Bespoke Hotels (ISIS) 2 Limited, everyone is paid based on the role they have and their performance in that role. No other factors effect remuneration.

The Office for National Statistics has reported in 2022 that the gap among full-time employees increased to 8.3% from 7.7% in 2021. This is still below the gap of 9.0% before the coronavirus pandemic in 2019. Among all employees, the gender pay gap decreased to 14.9%, from 15.4% in 2021, but is still below the levels seen in 2019 (17.4%).

### What is the Gender Pay Gap?

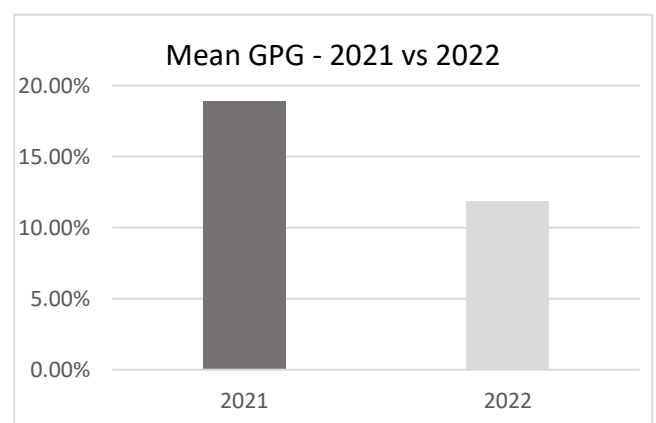
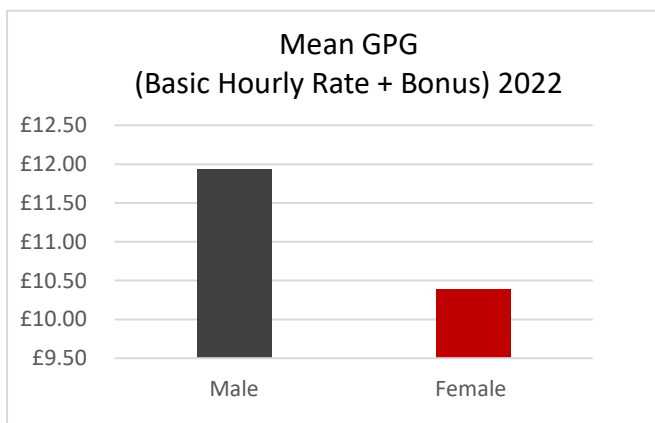
The gender pay gap is calculated as the difference between average hourly earnings of men and women as a proportion of men’s average hourly earnings. It is a measure across all jobs in the business, not of the difference in pay between men and women for doing the same job.

The mean figure is the percentage difference between the mean average hourly rates of men and women’s pay. The median figure is the percentage difference between the midpoints in the ranges of men and women’s pay.

### Results:

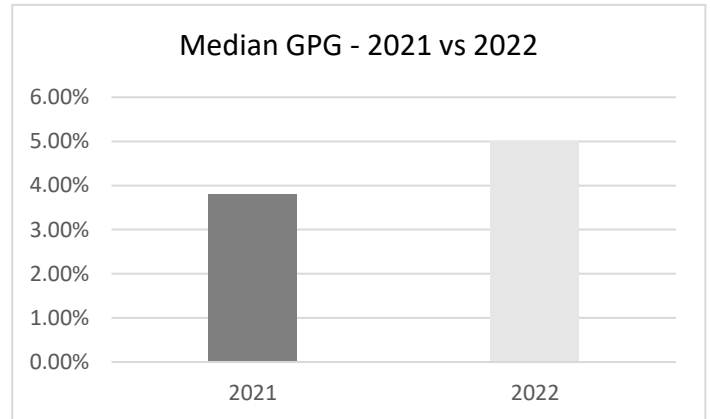
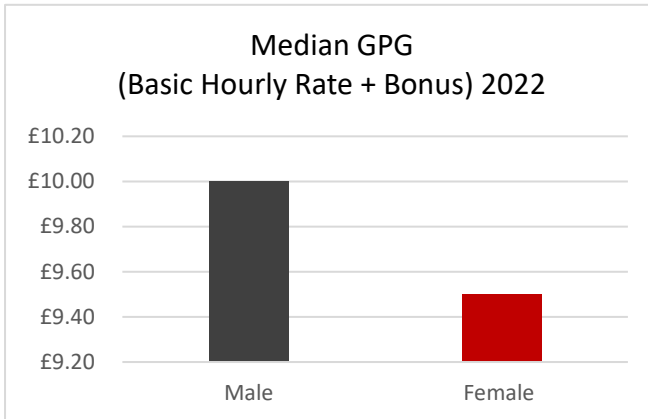
#### **Mean gender pay gap**

The female mean hourly rate of pay is 12.98% lower than the male mean hourly rate of pay.



## Median gender pay gap

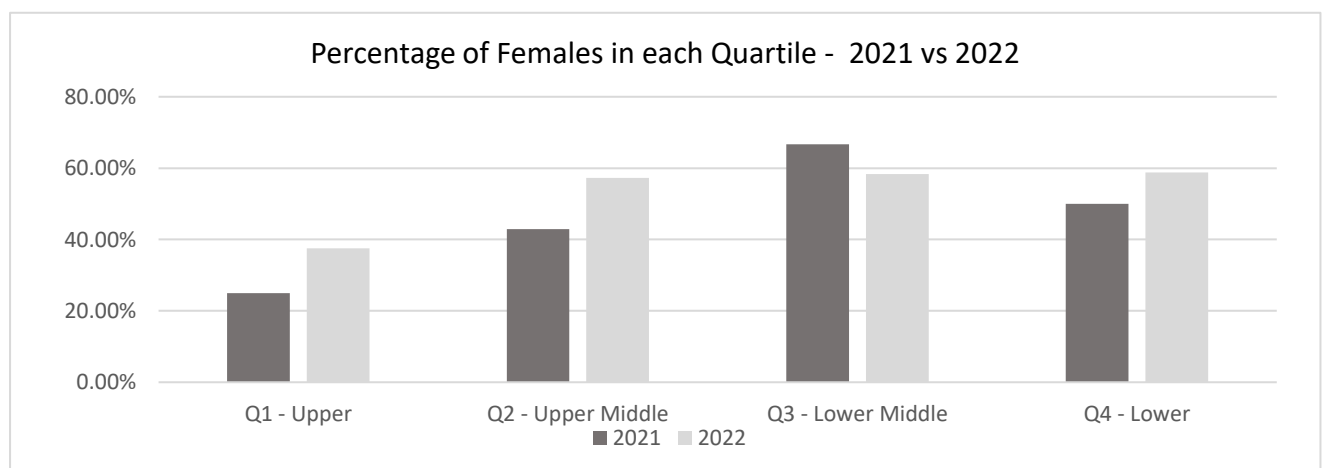
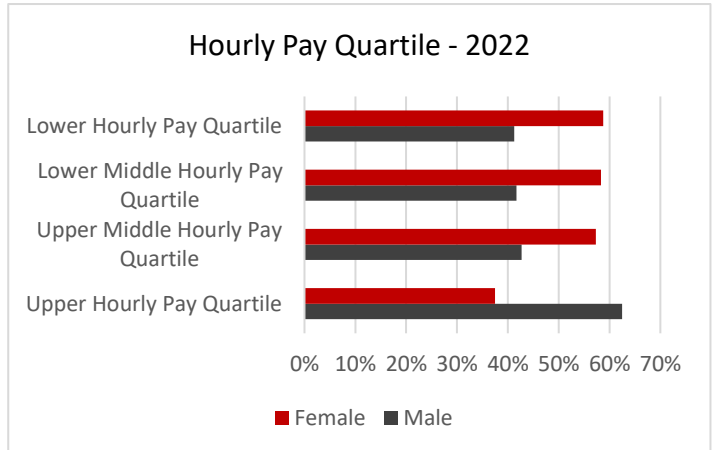
The data suggests there is a 5% median gap between male and female rates of pay.



## Quartile salary range banding:

The proportion of male and female employees are split into quartile bands based on their hourly rate. The banding illustrates a higher proportion of females in the lower, lower middle and upper middle bands. There is a higher proportion of males than females in the upper quartile, this proportion is improved from last year’s report.

Quartile	Gender	Volume	Percentage
Upper Hourly Pay Quarter	Male	60	63%
	Female	36	38%
	Total	96	
Upper Middle Hourly Pay Quarter	Male	41	43%
	Female	55	57%
	Total	96	
Lower Middle Hourly Pay Quarter	Male	40	42%
	Female	56	58%
	Total	96	
Lower Hourly Pay Quarter	Male	40	41%
	Female	57	59%
	Total	97	



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## **Bonus Pay:**

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.

The data suggests that a higher proportion of females received bonus. The mean gender pay gap for bonus payments (only) is 17.92%.

<b>Gender</b>	<b>Count of Bonus</b>	<b>Count of Gender</b>	<b>% Receiving Bonus</b>
F	19	202	9%
M	12	181	7%
<b>Total</b>	<b>31</b>	<b>383</b>	<b>8%</b>

## **Overview:**

We strongly value diversity in our workforce and are an equal pay employer; men and women performing equal roles receive equal pay.

We believe our influence over improving the Gender Pay Gap will be driven by our culture of transparency and inclusivity to ensure all our employees are equally attracted and able to apply for positions and development within the group.

## **Actions to Reduce Pay Gaps:**

1. Continue to drive personal and professional development through appraisal process. Senior Management appraisal process reviewed for 2023 to include a focus on culture, development and succession, and EDI initiatives.
2. Training courses for 2023 have been relaunched and cover the topic areas of disability, diversity and inclusion, and recruitment practices. We continue to educate and improve awareness to ensure that we treat all employees fairly. It is our aim for the workplace environment, as well as remuneration, to be fair and consistent. This should also enable further encouragement of internal career progression within our teams.
3. The Company continues to actively encourage taking on new apprentices as well as offering apprenticeship training to existing team members and we will continue to do so with the support of UK Government apprenticeship levy funding and incentives.
4. Continue to support flexible working requests across the group to allow employees of all levels the opportunity to progress and remain in work regardless of individual circumstance.

Signed:



Dated: 03/04/2023

Signed by Steve Littlefair – Chief Financial Officer, on behalf of Bespoke Hotels (ISIS) 2 Limited.