

GENDER PAY GAP
report
2022





Emerald Hotels 1 LP was formed in 2020 when it took ownership of a number of the SLG Hotels after they went into administration in May 2020. The business comprises of 31 hotels. The first gender pay gap report was 2021; however, due to the pandemic, all of the hotels were closed on the date of the report and so it was an unrepresentative view of our workforce.

In determining pay and reward for our employees, several factors are considered, including legislative requirements, general economic climate, overall hotels' performance as well as the external market for the types of roles that we offer. Within Emerald Hotels 1 LP, everyone is paid for the role they have and their performance in that role. No other factors affect remuneration. We are an equal pay employer: men and women performing equal roles receive equal pay.

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%).

Results for Emerald Hotels 1 LP

Our data shows the overall mean and median gender pay gap at Emerald 1 LP at the snapshot date of 5th April 2022. The mean figure is the percentage difference between the mean average hourly rates of male and female pay. The median figure is the percentage difference between the midpoints in the ranges of male and female pay.



Mean Gender Pay Gap

The female mean hourly rate is **6.041% lower** than the male mean hourly rate of pay.



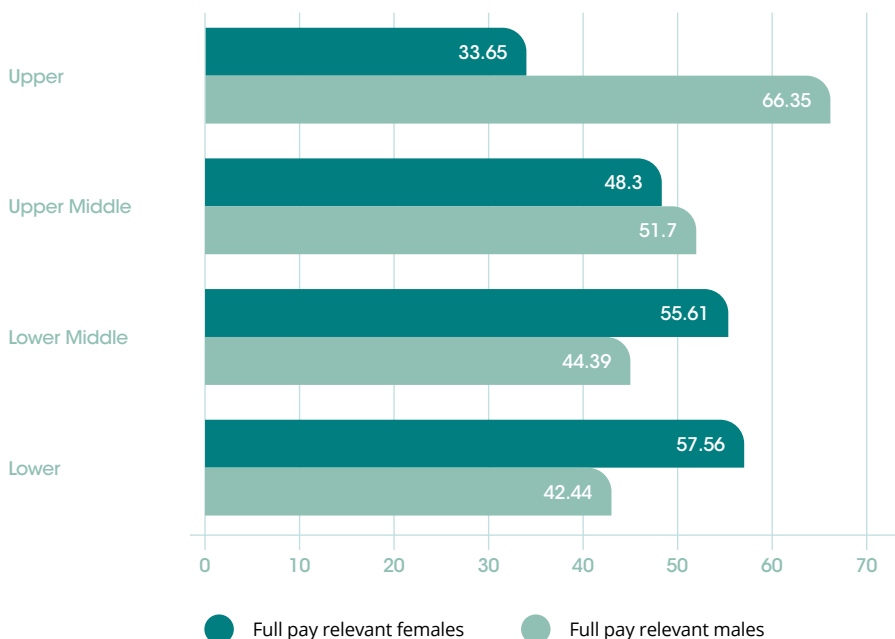
Median Gender Pay Gap

The female median is **4.5% lower** than the male median.



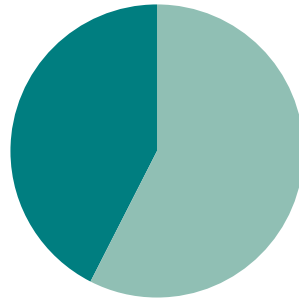
Hourly Pay Quartiles

The proportion of male and female employees are split into quartile bands based on their hourly rate. The banding illustrates a differential in the higher band; whilst the 3 other quartiles show minimal differentials.

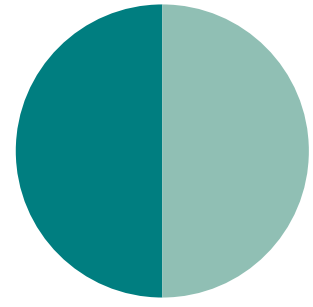


Bonus Pay Information

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.



Mean



Median

● Female ● Male



Business Plans to Reduce Pay Gaps

Coast and Country Hotel Collection is committed to ensuring that opportunities for promotion and growth are available to all employees across the business regardless of gender.

Training courses have been relaunched for 2023, which includes a training course covering the topic of Disability, Diversity and Inclusion. We hope this will further raise awareness of ensuring fairness, not only from a remuneration perspective but also to ensure equal opportunities are provided and encouraged through our own company values.

Stephen Littlefair - Director

Emerald 1 LP 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.

We continually review our salaries for employees in similar roles to ensure that there is fairness in how we pay our employees, regardless of gender. Salaries are also measured against external benchmarks to ensure we are competitive.

