

GENDER PAY GAP report 2023





Established in 2020, Emerald Hotels 1 LP assumed ownership and operations of several former SLG Hotels. During the reporting timeframe the company comprising of 28 unique properties, our company strives to cultivate a diverse and equitable work environment.

The data used for mean and median hourly rates of pay, and the proportion of male and female employees in each quartile is based on 383 male and 428 female employees within an overall headcount of 811.

In determining employee compensation and rewards, we adhere to established legal guidelines, consider the economic climate, and factor in our hotels' overall performance and external market trends for specific roles. Within


Emerald Hotels 1 LP, compensation is solely based on individual job function and performance, ensuring equal pay for men and women performing the same roles.

We remain committed to fostering a workplace where merit and performance drive career advancement, and we are dedicated to achieving a truly equitable pay structure for all employees.

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 2023. 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.





Mean Gender Pay Gap

The female mean hourly rate is **6.17% lower** than the male mean hourly rate of pay.



Median Gender Pay Gap

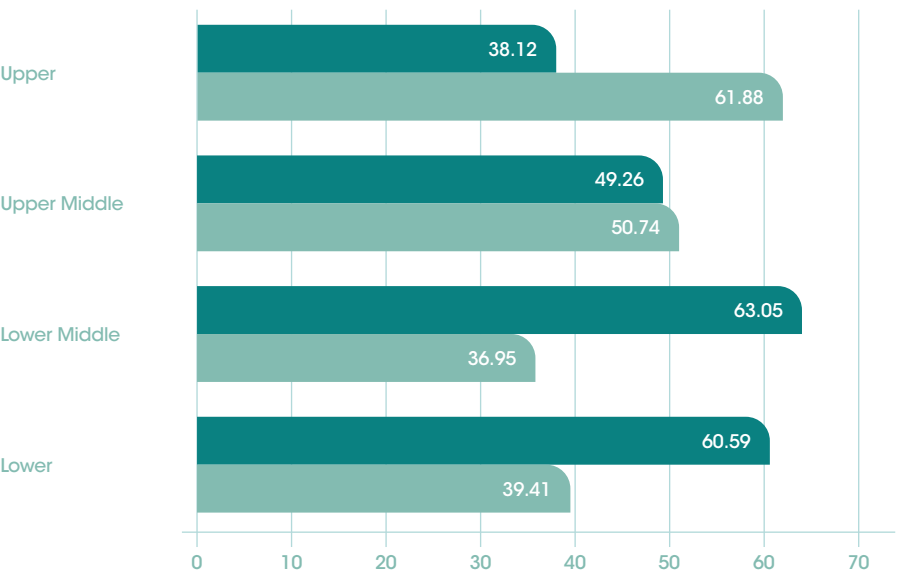
The female median is **4.36% lower** than the male median.



Hourly Pay Quartiles

The proportion of male and female employees are split into quartile bands based on their hourly rate.

We can see that male representation in quartile 1 are slightly higher against the overall average, suggesting that male employees are more likely to hold supervisory or management positions as a proportion of their total population. However, female representation in the top quartile remains very positive and shows the Company's commitment to hire and promote women to top roles in the business.

- Each quartile is the measurement of the genders of 202 or 203 employees.
- The business has a fairly flat pay structure due to the nature of the industry, and as such many employees earn broadly similar wages.



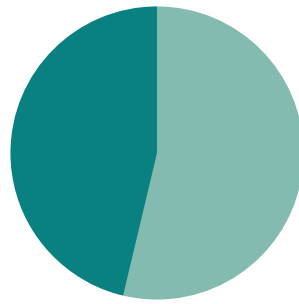
-  Full pay relevant females
-  Full pay relevant males

Bonus Pay Information

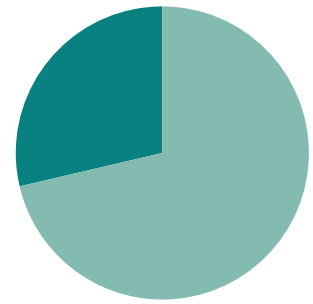
Within Emerald Hotels 1 LP, both genders have the opportunity to be awarded a bonus: all bonus incentives are on a discretionary basis and are based on performance. We will continue to grow the opportunity to receive a bonus in the business.

Female

Male



Mean



Median

Percentage
of Total Pay



18.29%
Male



13.93%
Female

Business Plans to Reduce Pay Gaps

Emerald Hotels 1 LP is committed to fostering a culture of equality and opportunity, where all employees are empowered to reach their full potential. We believe that transparency and inclusivity are crucial drivers in closing the gender pay gap and ensuring that everyone, regardless of gender, feels welcome and supported in pursuing career advancement within our group.

Our commitment to gender equality extends beyond simply ensuring equal access to positions and development opportunities. We actively offer equal opportunities for promotion and growth throughout the organisation, providing a clear pathway for career progression for all employees.

Emerald Hotels 1 LP is a proud champion of apprenticeship programs, both for new recruits and existing team members. We recognise the valuable role apprenticeships play in fostering diverse talent and building a skilled workforce.

We remain committed to expanding and enhancing our apprenticeship initiatives, leveraging government funding and incentives to create even more opportunities.

We are dedicated to ensuring fair and equitable compensation for all employees. We conduct regular salary reviews within and against external benchmarks to guarantee internal consistency and market competitiveness, regardless of gender. This commitment to transparency and fairness underpins our efforts to close the gender pay gap and build a truly inclusive workplace.

Stephen Littlefair - Director

