



GENDER PAY GAP
report

2023

“bespoke”[®]
HOTELS



Gender Pay Gap Statement

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 2023 and the figures contained have been calculated using the methodology stipulated by UK legislation.

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 201 male and 214 female employees within an overall headcount of 415 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 2023 the gap among full-time employees increased to 7.7%, up from 7.6% in 2022. This is still below the gap of 9.0% before the coronavirus (COVID-19) pandemic in 2019. Among all employees, the gender pay gap decreased to 14.3% in 2023, from 14.4% in 2022, and is still below the levels seen in 2019 (17.4%)

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.

What is the Gender Pay Gap?

The mean gender pay gap is calculated as the difference between average hourly earnings of male and female employees as a proportion of male average hourly earnings. The median figure is the percentage difference between the midpoints in the ranges of male and female average hourly pay.

Results

Mean gender pay gap

The female mean hourly rate of pay is 9.55% lower than the male mean hourly rate of pay.



Median gender pay gap

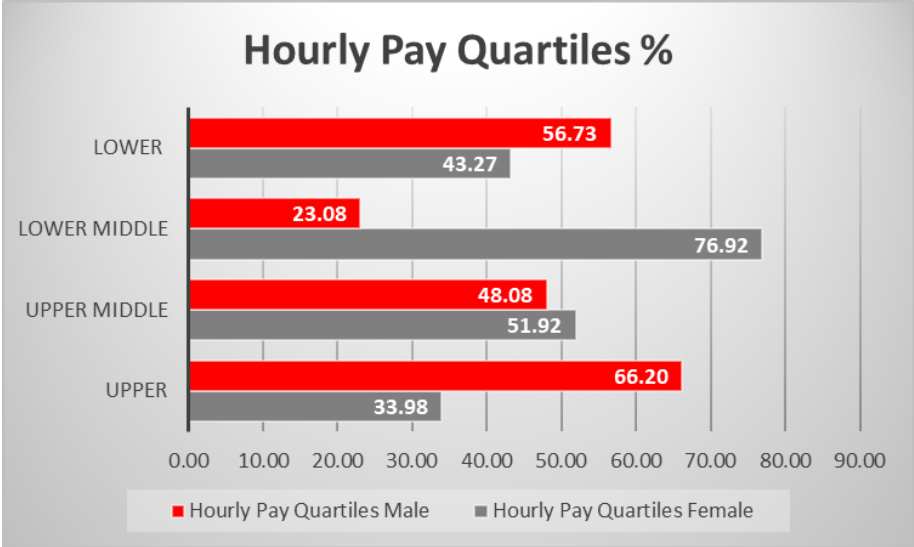
The female median is 5.27% lower than the male median.



Hourly Pay Quartiles

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

There is a higher proportion of males than females in the upper quartile suggesting that male employees are more likely to hold supervisory or management positions as a proportion of their total population. This proportion is improved from last year's report. 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.





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.

In 2023 a higher proportion of males received a bonus (2022 a higher proportion of females received bonus).

Gender	Count of Bonus	Count of Gender	% Receiving Bonus
Male	11	201	5.47%
Female	9	214	4.21%
TOTAL	20	415	4.82%



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

- Continue to drive personal and professional development through appraisal process. Senior Management appraisal process reviewed for 2024 to include a focus on culture, development and succession and EDI initiatives.
- Training courses for 2024 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.
- 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.
- 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: 15th March 2024

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