

Communicating our Gender Pay Gap

A message from our CEO, Stuart A. Bailey

We are pleased to share that Splendid Hospitality's Gender Pay Gap falls below the national average. Despite this we are adamant to take measures to further reduce and eliminate any gap.

At Splendid we have made a conscious decision to commit to the following actions:

50/50 Senior Leadership by 2022. At present our female representation at our Upper Quartile in the business sits at 57% Male and 43% Female. Splendid will commit to a minimum of 1 female candidate shortlist per 3 for every senior role within the business.

Ensure that a minimum of **1 in 3** of all delegates on our leadership development programmes are female.

We will work to ensure our recruitment process at all levels has **no unconscious bias** through training and monitoring.

Establish a **Women In Splendid Forum** to hear and better understand any barriers or needs of our female employees to enable the gap to close.

At grass roots levels and lower quartile recruitment we will actively seek to shift the gender trends we have - **such as**

balancing the gender divide within our culinary teams. Ensuring that each discipline across the business is diverse and inclusive.

We will ensure **inclusion for all** through each of our policies, procedures, reward and development programmes.

Continue to create a work environment that is **accessible and attractive** to all.

Leverage and continue to build relationships with external organisations, charities and partners to engage with wider talent pools to ensure the **right people for the right job** every time.

We are confident that these initiatives will help to reduce our Gender Pay Gap at Splendid Hospitality.

Stuart A. Bailey

CEO | Splendid Hospitality Group

We confirm the data reported is accurate. In accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, Splendid Hospitality Group is required to carry out Gender Pay Gap reporting.

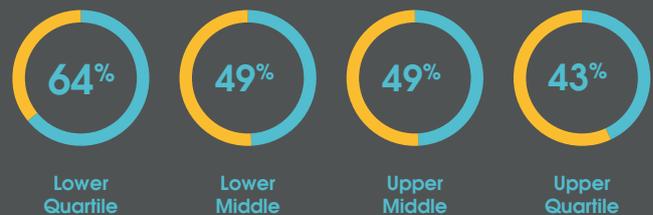
Pay Data

Difference in Hourly Rate of Pay



Pay Quartiles

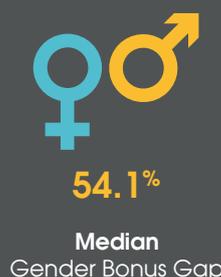
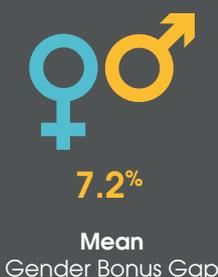
The proportion of Male to Female in each quartile:



Incentive Data

Incentive Pay Gap

Difference in incentives paid to men and women



Proportion of Staff Receiving an Incentive

The proportion of male staff receiving a bonus

The proportion of female staff receiving a bonus

