

Splendid Hospitality Group

Gender Pay Reporting 2019

A message from our CEO, **Stuart A. Bailey**

We are pleased to share that Splendid Hospitality's Gender Pay Gap has reduced within the last twelve months as we continue to create and promote an inclusive and diverse culture within our Splendid family.

As a Company we are committed to creating a workforce which fully represents different cultures and backgrounds and provides equal opportunity to all our Splendid family members regardless of their gender, race, ethnicity or sexual orientation.

We have made a conscious decision to commit to the following actions:

- We will continue to strive for equal representation at Senior Leadership level within our business
- We will work to create associations with external forums to gain best practice, share learnings and collaborate to increase gender representation at all levels across our business

- We will work to ensure our recruitment process has no unconscious bias and ensure that our recruitment and selection practices provide an opportunity for all
- We will create a work environment that is accessible and attractive to all in which talent can thrive and individuals are valued for their skills and capabilities
- We will ensure inclusion for all through each of our policies, procedures, reward and development programmes.

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



Stuart A. Bailey

CEO | Splendid Hospitality Group

This gender pay report relates to the snapshot date of 5 April 2018. 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.

Difference in Hourly Rate of Pay



Mean
Gender Pay Gap

24.8%

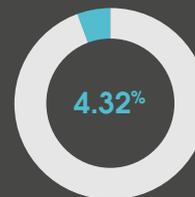


Median
Gender Pay Gap

5.6%

Proportion of Staff Receiving an Incentive

Proportion of
male staff
receiving a bonus



■ Bonus

Proportion of
female staff
receiving a bonus



■ No bonus

Incentive Data



Mean
Gender Bonus Gap

55.7%



Median
Gender Bonus Gap

41.5%

Pay Quartiles

The proportion of **Male** to **Female** in each quartile:



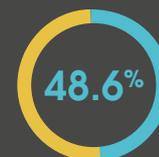
64.6%

Lower
Quartile



50.3%

Lower
Middle



48.6%

Upper
Middle



44.7%

Upper
Quartile

Splendid family...