

Splendid Hospitality Group

Gender Pay Reporting

2021 Gender Pay Statement:

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

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

The COVID pandemic has severely impacted the Hospitality Industry and our Company as a whole. This has led to the necessity to re-evaluate our labour strategy and restructure our teams to build sustainable labour models that provide greater workforce flexibility and equality and opportunity to all. The impact of our labour redesign will be evident in our 2022 Gender Pay reporting.

As we progress through 2021-2022, we aim to further enhance our commitment to equality:

- We will continue to strive for equal representation at Senior Leadership level within our business.
- We will work to further strengthen our recruitment processes to ensure we 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 2020. 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



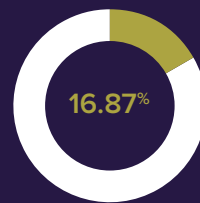
Mean
Gender Pay Gap
19.31%



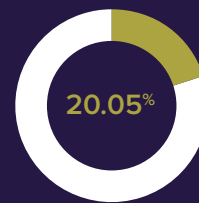
Median
Gender Pay Gap
6.23%

Proportion of Staff Receiving an Incentive

Proportion of male staff receiving a bonus



Proportion of female staff receiving a bonus



■ Bonus ■ No bonus

Incentive Data



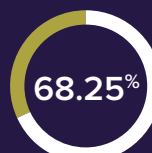
Mean
Gender Bonus Gap
62.03%



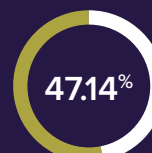
Median
Gender Bonus Gap
-21.10%

Pay Quartiles

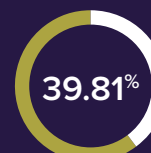
The proportion of **Male** to **Female** in each quartile:



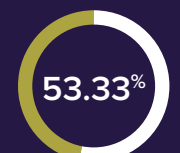
Lower
Quartile



Lower
Middle



Upper
Middle



Upper
Quartile