

# Splendid Hospitality Group

## Gender Pay Reporting

### 2022 Gender Pay Statement:

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

The coronavirus (COVID-19) pandemic has had a massive impact on the social and economic context for gender pay reporting and perceptions of equality and fairness.

The Hospitality Industry has been severely impacted and therefore Splendid Hospitality Group has utilised the government furlough support scheme which has affected our calculations and subsequently negatively impacted the gender pay gap within our organisation. As we are unable to use this data to draw comparisons with previous years, we intend to complete further analysis to understand our current gender pay gap and develop appropriate supporting strategies.

As we progress through 2022-2023, we aim to further enhance our commitment to equality by:

- Further creating and promoting an inclusive and diverse culture within our Splendid family
- Strengthening our recruitment processes to ensure we provide an opportunity for all

- Creating a work environment that is accessible and attractive to all in which talent can thrive and individuals are valued for their skills and capabilities
- Ensuring 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 2021. 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

**31.19%**



Median  
Gender Pay Gap

**21.71%**

### 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

**82.47%**



Median  
Gender Bonus Gap

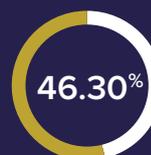
**39.25%**

### Pay Quartiles

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



Lower  
Quartile



Lower  
Middle



Upper  
Middle



Upper  
Quartile