

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%

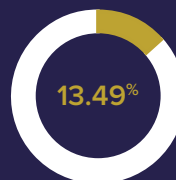


Median
Gender Pay Gap

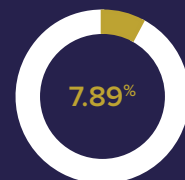
21.71%

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%

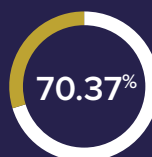


Median
Gender Bonus Gap

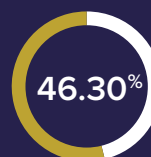
39.25%

Pay Quartiles

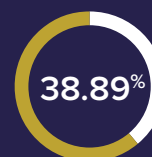
The proportion of **Male** to **Female** in each quartile:



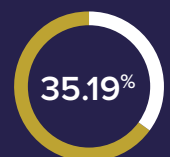
Lower
Quartile



Lower
Middle



Upper
Middle



Upper
Quartile