

Splendid Hospitality Group

Gender Pay Reporting

2023 Gender Pay Statement:

A message from **Deshan Karunaratne, Chief Financial Officer:**

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

As a family run business with people at the very heart of our success, our purpose is "to create extraordinary experiences, positively impact lives, and get better every day".

We have changed areas of our operating model over the last 12-24 months which has allowed us to create a flexible and diverse workforce to support our growth as well as provide development opportunities for all our employees.

We have focused on attracting, retaining, and supporting talent over the past year with initiatives such as the development of our Apprenticeship programme to provide training and development at all levels across our business, the launch of our Menopause framework and commitment to the Menopause Pledge.

As we progress through 2023-2024, we aim to further enhance our commitment to equality by:

- Creating and promoting a fair, inclusive and diverse culture within our Splendid family.
- Strengthening our recruitment processes to ensure we provide an opportunity for all.
- Promoting opportunities for flexibility in our recruitment practices.
- 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 further reduce our Gender Pay Gap at Splendid Hospitality.

Deshan Karunaratne

Chief Financial Officer | Splendid Hospitality Group

This gender pay report relates to the snapshot date of 5 April 2022. 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

16.41%

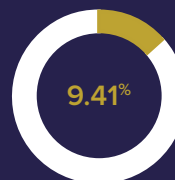


Median
Gender Pay Gap

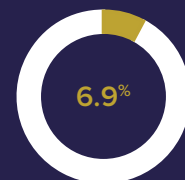
8.54%

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

61.23%

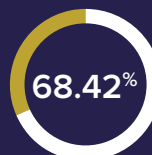


Median
Gender Bonus Gap

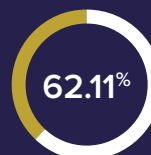
20%

Pay Quartiles

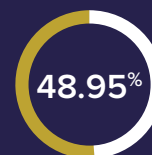
The proportion of **Male** to **Female** in each quartile:



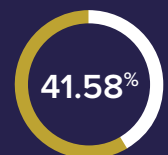
Lower
Quartile



Lower
Middle



Upper
Middle



Upper
Quartile