

Splendid Hospitality Group

Gender Pay Reporting

Reported in April 2024 for snapshot as at 5th April 2023

Gender Pay Statement:

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

As a family run business, Splendid Hospitality Group strives to create a diverse and inclusive culture that places people at the very heart of our success.

Over the past year we have focused on attracting and retaining talent to support our vision “to be the UK’s finest hospitality company delivering extraordinary experiences for our guests, our people and our communities, whilst creating a lasting legacy”. As a result, we have recently appointed a female Executive to our Board and strengthened our female representation within our Senior Leadership team.

As our business continues to grow, we aim to leverage individuals’ unique talents and further enhance our commitment to equality by:

- Creating and promoting a fair, inclusive and diverse culture within our Splendid family.

- Providing job opportunities for everyone regardless of gender, age, background, and nationality.
- Providing equal and equitable access to opportunities to progress.
- Creating a work environment in which talent can thrive and individuals are valued for their skills and capabilities.
- Ensuring inclusion for all through evaluation 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 2023. 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

18.72%

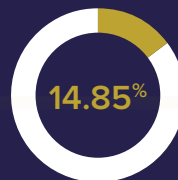


Median Gender Pay Gap

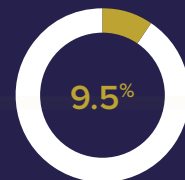
8.85%

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

44.72%

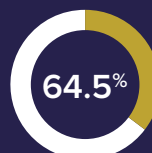


Median Gender Bonus Gap

33.44%

Pay Quartiles

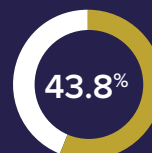
The proportion of **Male** to **Female** in each quartile:



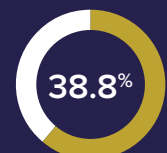
Lower Quartile



Lower Middle



Upper Middle



Upper Quartile