

## Gender Pay Gap Report April 2023

*This is our annual gender pay gap report for the snapshot date of 5 April 2023.*

### Hourly Rate

Women Hourly Rate Mean (£15.50)      Male Hourly Rate Mean (£15.65)      Women Hourly Rate 0.96% Lower

Women Hourly Rate Median (£12.65)      Male Hourly Rate Median (£12.65)      Women Hourly Rate 0% Lower (no Gender Pay gap)

### Pay Quartiles

This table shows our workforce divided into four equal-sized groups based on hourly pay rate. Q4 includes the highest-paid 25% (the top quartile) and Q1 includes the lowest-paid 25% of employees (the lower quartile).

<b>Band</b>	<b>Males</b>	<b>Females</b>	<b>What's included in this band?</b>
Top Quartile (Q4)	54.10%	45.90%	All employees whose standard hourly rate is within the upper quartile.
Upper Middle Quartile (Q3)	44.26%	55.74%	All employees whose standard hourly rate is more than the median but the same or less than the upper quartile.
Lower Middle Quartile (Q2)	43.44%	56.56%	All employees whose standard hourly rate is more than the lower quartile but the same or less than the median.
Lower Quartile (Q1)	57.79%	42.21%	All employees whose standard hourly rate is within the lower quartile.

### **Bonus Pay**

Our **mean** gender bonus gap is 6.43% (in favour of men).

Our **median** gender bonus gap is 39.77% (in favour of men).

The proportion of male employees receiving a bonus is 31.3% and the proportion of female employees receiving a bonus is 38.2%.

### **How does our gender pay gap compare with that of others?**

The mean gender pay gap for the whole economy (according to the November 2023 Office for National Statistics (ONS) Annual Survey of Hours and Earnings (ASHE) figures) is 10.7%. At 0.96%, our mean gender pay gap is lower than the whole economy.

The median gender pay gap for the whole economy (according to the November 2023 ONS ASHE figures) is 7.7%. At 0%, we do not have a median gender pay gap and this is of course lower than the whole economy.

## **Closing Statement**

To comply with the gender pay gap reporting legislation, our narrative supports the gender pay gap reporting requirements for Firmdale Hotels PLC. as of the 5th April 2023.

Firmdale operates 11 boutique hotels and 9 bars and restaurants across London and New York. We are an equal opportunities employer ensuring that equal pay structures exist and there is no discrimination of gender across the business.

We believe that our gender pay gap figures demonstrate this and our commitment to being a fair and responsible employer who is dedicated to providing our people with a great place to work. We have a clear policy of paying employees equally for the same or equivalent work, regardless of their gender. We carry out regular pay and benefits audits and evaluate job roles and pay grades to ensure fairness.

We are confident that where a gender pay gap exists it is not because we pay men and women differently for the same or equivalent work. Instead, our gender pay gap is because men and women work in different roles and those roles have different salaries.

Across the UK economy, men are more likely than women to be in senior roles (especially very senior roles at the top of organisations). Men are more likely to be in technical and IT-related roles, which are paid more highly than other roles at similar levels of seniority. Women are also more likely than men to have had breaks from work that have affected their career progression, for example to bring up children. They are also more likely to work part time, and many of the jobs that are available across the UK on a part-time basis are relatively low paid.

Our gender distribution by quartiles demonstrates the closing of the gender gap for the lower middle quartile and upper middle quartile. Female employees are underrepresented in the lower quartile and top quartile.

Our mean bonus pay figures demonstrate a 6.43% gap favouring men and a 39.77% gap for the median figure in favour of men. These have been calculated excluding service charge as this is collected directly from patrons of Firmdale and not all departments or employees receive tronc.

Firmdale will continue to promote equal opportunities for both female and male employees and ensure that all stages of our employee journey, from attraction to onboarding, to development and promotion opportunities support our commitment to equality.

This narrative has been approved by Malcolm Soden, Finance Director, Firmdale Hotels PLC.