



ROYAL GARDEN HOTEL
LONDON

ROYAL GARDEN HOTEL - GENDER PAY GAP REPORT

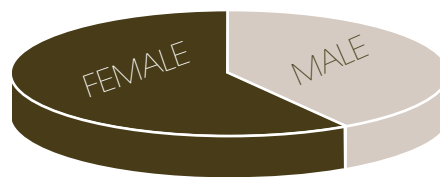
DIFFERENCE IN HOURLY RATE

WOMEN'S MEAN* HOURLY RATE IS **0% LOWER** THAN MEN'S

WOMEN'S MEDIAN** HOURLY RATE IS **0% LOWER** THAN MEN'S

BONUS PAY

PERCENTAGE SPLIT OF
EMPLOYEES WHO RECEIVED
BONUS PAY.



MALE: **40.8%**
FEMALE: **59.2%**

DIFFERENCE IN MEAN PAY: **71.5%**

DIFFERENCE IN MEDIAN PAY: **80.7%**

PROPORTION OF WOMEN IN EACH PAY QUARTILE

TOP QUARTILE (HIGHEST PAID)

46.5% of the top quartile are women, **17.5%** up on last year.



UPPER MIDDLE QUARTILE

32.6% of the upper middle quartile are women, **14.4%** down on last year.



LOWER MIDDLE QUARTILE

47.7% of the lower middle quartile are women, **1.3%** down on last year.



LOWER QUARTILE (LOWEST PAID)

46.5% of the lower middle quartile are women, **5.5%** down on last year.



*The **MEAN** hourly rate is the average hourly wage across the entire organization so the mean gender pay gap is a measure of the difference between women's mean hourly wage and men's mean hourly wage.

The **MEDIAN hourly rate is calculated by ranking all employees from the highest paid to the lowest paid, and taking the hourly wage of the person in the middle; so the median gender pay gap is the difference between women's median hourly wage (the middle paid woman) and men's median hourly wage (the middle paid man).

All figures have been confirmed by Stella Amor, Human Resources Director. April 2019

