



ROYAL GARDEN HOTEL
LONDON

ROYAL GARDEN HOTEL - GENDER PAY GAP REPORT

In alignment with the requirements, these figures are reflective of employees who were not on furlough as of the specified date.

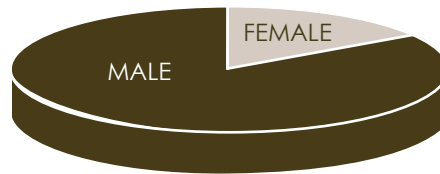
DIFFERENCE IN HOURLY RATE

MEAN* HOURLY RATE IS 1% HIGHER FOR WOMEN

MEDIAN** HOURLY RATE IS 18% HIGHER FOR WOMEN

BONUS PAY

PERCENTAGE SPLIT OF EMPLOYEES WHO RECEIVED BONUS PAY.



MALE: 78.56%
FEMALE: 21.04%

DIFFERENCE IN MEAN PAY: 77.33%

DIFFERENCE IN MEDIAN PAY: 57.99%

PROPORTION OF WOMEN IN EACH PAY QUARTILE

TOP QUARTILE (HIGHEST PAID)

MALE - 80%

FEMALE - 20%

UPPER MIDDLE QUARTILE

MALE - 70%

FEMALE - 30%

LOWER MIDDLE QUARTILE

MALE - 100%

LOWER QUARTILE (LOWEST PAID)

MALE - 45.5%

FEMALE - 54.5%

*The MEAN hourly rate is the average hourly wage across the entire organisation 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 in April 2021

