

Gender Pay Gap Reporting - 2025

Introduction

We are a relevant employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. This involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation, as at the 5th April 2025 snapshot date; it will not involve publishing individual employee data. Reporting on our gender pay gap allows us to gain a greater awareness of the causes of the gap in pay between men and women, as well as identifying issues that may contribute towards this. It is important to remember, that having a gap in pay between males and females does not necessarily indicate that discrimination is happening in the workplace - there are a number of reasons for this, from past social developments to changing attitudes in the workplace. Nonetheless, we are committed to closing the gap, irrespective of the reasons for it. We currently operate a salary banding structure for all hotel based roles which, ensures that our teams' pay reflects the relevant skills and knowledge that are required to perform that role, not based on gender. Women are well represented in both our Senior Leadership and Hotel Management teams.

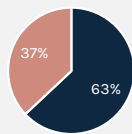
We are proud to employ people from all backgrounds and believe that this can help us better in delivering those memorable moments for our guests. At Clermont Hotel Group we are committed to providing opportunities to all employees, regardless of their gender, sex, sexual orientation, gender reassignment, marital status (including Civil Partnerships), race or ethnic origin, disability, part-time or fixed term working, and trade union membership.

Relevant Employee: a person who is employed by the relevant employer on the snapshot date.

Full Pay Employee: a "relevant employee" who is not, during the relevant pay period, paid at a reduced rate, or nil as a result of the employee being on "leave" and includes things like family leave.

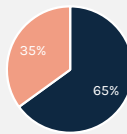
Demographics

Team Member



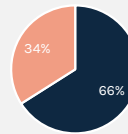
■ Male ■ Female

Team Leader



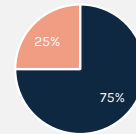
■ Male ■ Female

Management



■ Male ■ Female

Senior Leadership



■ Male ■ Female

Reporting

Total Relevant Employees:	1625	
Mean Gender Pay Gap		
Mean Male Hourly Rate	£	16.72
Mean Female Hourly Rate:	£	16.57
Difference (£)	£	0.15
Difference (%)	1%	
Industry Average (%)	6%	
- variance to Industry Average	-5%	

Total Full Pay Employees:	1595	
Median Gender Pay Gap		
Median Male Hourly Rate	£	13.48
Median Female Hourly Rate:	£	13.45
Difference (£)	£	0.03
Difference (%)	0.22%	
Industry Average (%)	2%	
- variance to Industry Average	-2%	

Mean Bonus Pay Gap

Median Bonus Pay Gap

Mean Male Bonus	£	4,624.44
Mean Female Bonus:	£	3,042.21
Difference (£)	£	1,582.23
Difference (%)		34%
Industry Average (%)		15%
- variance to Industry Average		20%

Median Male Median	£	529.67
Median Female Median	£	510.08
Difference (£)	£	19.59
Difference (%)		4%
Industry Average (%)		3%
- variance to Industry Average		1%

Males & Females in receipt of a Bonus	
Male Bonus Participation	25.48%
Female Bonus Participation	38.03%
Difference (%)	-12.6%

Males & Females by Pay Quartile	
Lower Quartile	421
of which are MALE (%)	65%
of which are FEMALE (%)	35%
Lower Middle Quartile	358
of which are MALE (%)	62%
of which are FEMALE (%)	38%
Upper Middle Quartile	405
of which are MALE (%)	66%
of which are FEMALE (%)	34%
Upper Quartile	375
of which are MALE (%)	62%
of which are FEMALE (%)	38%

Comparative View

