



HOTELS · PALACES · RESORTS · SAFARIS

Mandatory metrics

The metrics within the report are intended to meet the gender pay gap reporting requirements.

1. The mean gender pay gap is 17.7%
2. The median gender pay gap is 16.0%
3. The mean gender bonus gap is -68.5%
4. The median gender bonus gap is -79.4%
5. The percentage of:
 - male employees receiving a bonus is 5.7%
 - female employees receiving a bonus is 5.2%
6. Pay quartiles percentages (number of employees in each band)

Band	Males	Females	Description
A	41.5%	58.5%	Includes all employees whose standard hourly rate places them at or below the lower quartile
B	54.5%	45.5%	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median
C	72.7%	27.3%	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
D	71.6%	28.4%	Includes all employees whose standard hourly rate places them above the upper quartile

The figures have been calculated using the standard methodologies set out in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.