

WATERGATE BAY

H O T E L

GENDER PAY REPORT

The following narrative describes the gender pay gap at Watergate Bay Hotel.

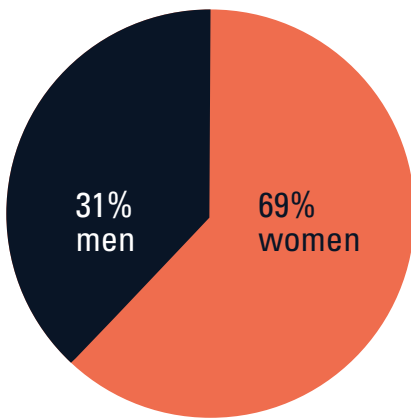
OUR RESULTS

HOURLY RATE

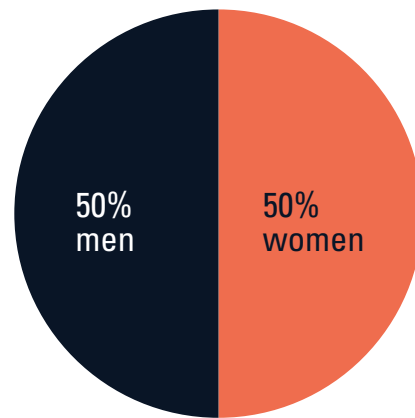
Women's hourly rate is:
15% LOWER (mean) | 4% LOWER (median)

PAY QUANTILES

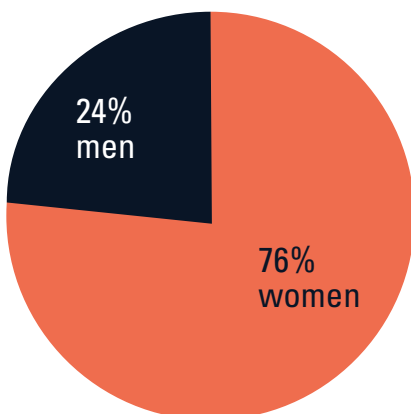
Top quartile



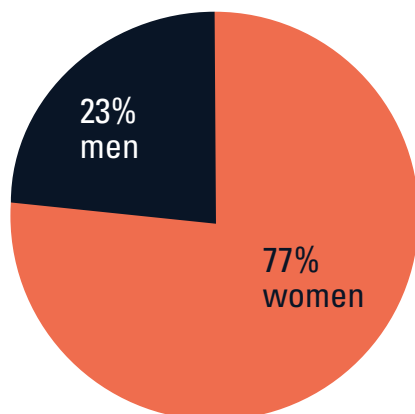
Upper middle quartile



Lower middle quartile



Lower quartile

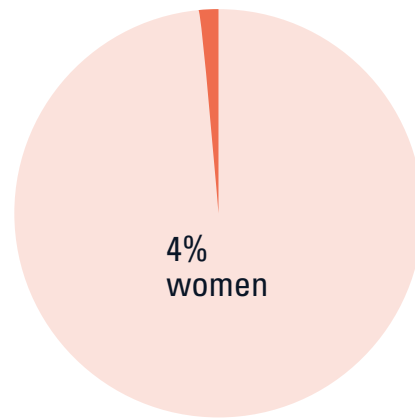
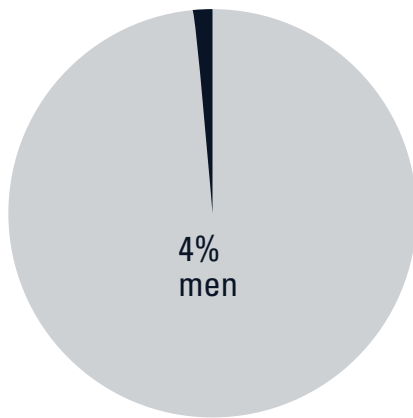


BONUS PAY

Men's bonus pay is

Men's bonus pay is 95% higher (mean) | Men's bonus pay is 67% higher (median)

Who received bonus pay



COMMENTARY

The gender pay gap is designed to show the difference in the average pay between all men and women within a workforce. It is different to equal pay which looks at the differences in pay between male and female employees in the same or similar jobs of equal value. Each budget year we complete a thorough pay review and are confident that we pay our men and women equally for work of equal value.

We want to be open and transparent about our gender pay gap and the annual review gives us an opportunity to understand the disparity in pay that we have and the factors contributing to it. Our gap for medium pay rates sits below the national average of 14.3%. Our upper quartiles again show a very even distribution between the genders in our more senior roles. In both the lower-middle and lower quartiles we have a significantly higher % of female workers which contributes to the reported gap.

We have a number of initiatives – highlighted below – designed to encourage the upward mobility of women in our business and to help promote a greater gender distribution across all levels of the organisation.

- Updated policies: Flexible working, menopause and breastfeeding policies (including raising awareness on these subjects)
- Women in hospitality mentoring programme, as well as coaching, one-to-ones and peer mentoring available
- Inclusivity training for team
- Personal development training budget
- Target-based bonus scheme available to all managers and above

We are pleased with how inclusive we are as an organisation and the number of opportunities we offer to people from all walks of life. We are also proud of the initiatives we have to help close gender pay gaps. However, we also recognise that we need to continue our work to improve and close the gap. Finally, we are determined to continue the growth and career development of all our team regardless of gender and look forward to posting these figures on an annual basis.

We hope to see the gap decrease in coming years as we continue to grow our business and create more opportunities.

CHRIS NAISBY

CFO

WATERGATE BAY HOTEL Ltd.