

GENDER PAY GAP REPORT
SNAPSHOT DATE 5TH APRIL
2023

Hotel
du Vin
& Bistro

Mahmaison

GENERAL STATEMENT



Malmaison & Hotel Du Vin Brands continue to be committed to equality, gender diversity and inclusion (EDI).

Our membership to WiHTL (Women in Hospitality, Tourism & Leisure) along with the EDI policy in place gives us a focus on the importance of being consistent to our commitment to be an employer of choice for everyone.

These tools drive the continuing support for flexible working, combined with a market leading remuneration and personal growth and career development strategy.

The online and classroom training provisions for Equality and Diversity continue to grow every year and will continue to be a mandatory part of our onboarding programme for every employee whilst also being a key part of annual development for all existing employees.

We will continue to grow all employees in their chosen career paths and continue to be best in class in recruiting employees who match the values of our brands. Our 'Your Voice' campaign and Fourth Engage communications platforms allow everybody to engage, feedback and communicate with our initiatives. We continue to engage and attract women in our business through continually reviewing our policies, benefits and packages and continue to give equal access to development opportunities to all, ensuring that everyone has the best possible opportunity to become the best version of themselves.

Martyn Ball, Director of People & Development

HOTEL DU VIN – GENDER PAY REPORT

Calculated in accordance with The Equality Act 2010 (Gender Pay Information) Regulations 2017. Date as of 5th April 2023.

Results produced by Hotel Du Vin Trading Ltd.

Hotel Du Vin gender pay gap:

Mean pay gap 5.0%

Median Pay Gap 1.8%

Mean Bonus Gap 16.9%

Median Bonus gap 22.55%

Percentage Receiving a bonus:

72% Male 72% Female

Pay Quartiles by gender receiving:

Lower pay	- Male 43.6% Female 56.4%
Lower Middle pay	- Male 49.8% Female 50.2%
Upper Middle pay	- Male 43.2% Female 56.8%
Upper pay	- Male 58% Female 42%

The results show a positive approach to being a best in class employer in the middle pay quartiles of females being more dominant than men here.

As a business Hotel du Vin will focus on the development, progression and recruitment of females into more senior / upper pay positions where possible and we continue to review the bonus criteria and awards on an annual basis.

Scott Harper, COO – Hotel Du Vin Trading Ltd

MALMAISON– GENDER PAY REPORT

Calculated in accordance with The Equality Act 2010 (Gender Pay Information) Regulations 2017. Date as of 5th April 2023.

Results produced by Malmaison Trading Ltd.

Malmaison gender pay gap:

Mean pay gap 5.0%

Median Pay Gap 1.8%

Mean Bonus Gap 26.8%

Median Bonus gap 31.3%

Percentage Receiving a bonus:

75% Male 81% Female

Pay Quartiles by gender:

Lower pay	Male 42.9% Female 57.1%
Lower Middle pay	Male 42.6% Female 57.4%
Upper Middle pay	Male 47.1% Female 52.9%
Upper pay	Male 56.6% Female 43.4%

The results show a positive approach to being a best in class employer in the middle pay quartiles of females being more dominant than men here.

As a business Malmaison will focus on the development, progression and recruitment of females into more senior / upper pay positions where possible and we continue to review the bonus criteria and awards on an annual basis.

Scott Harper, COO – Malmaison Trading Ltd

THANK YOU
Any questions please ask.