



## Gender Pay Gap 2023 – UK (The Grand)

### **Overview and Context**

The Grand in Brighton joined the Leonardo Hotels UK & Ireland portfolio in 2023. Leonardo Hotels UK & Ireland is part of the Fattal Hotel Group, one of the leading and fastest-growing hotel chains in Europe, with over 230 hotels in 111 destinations. Leonardo Hotels UK & Ireland manages 54 hotels across 36 locations.

As The Grand remains a separate legal entity to the rest of Leonardo Hotels, we are required to report separately.

At the point of the reporting period of 5<sup>th</sup> April 2023, The Grand, Brighton had 331 employees that were classed as ‘full pay relevant employees’ for the purposes of gender pay reporting.

Whereas previous years of results had been affected to some extent by the long tail of the Covid-19 pandemic and the various closures and restrictions it necessitated, the results period ending on 5<sup>th</sup> April 2023 represents a clear period where the business was able to operate without any major pandemic effects. As such, the below data is a much more representative snapshot of the business operating normally.

### **Hourly Pay Information**

For context, in 2023 the Office for National Statistics (ONS) reported that the UK Gender Pay gap sat at 14.3%, down from 14.9% in 2022.

Our 2023 results are presented below:

Measurement	2023 Results
Mean GPG	2.6%
Median GPG	-2.2%

The median figure has remained at around -2% over the past few years, including during the pandemic where set data sets were not always complete due to large amounts of the population being on furlough. The Mean gap tells a similar story, sitting 2.6%

We have also produced the gender quartiles, below:

	<b>Males % 2023</b>	<b>Females % 2023</b>
Q1 (Highest Paid)	43.2%	56.8%
Q2	36.0%	64.0%
Q3	52.0%	48.0%
Q4 (Lowest Paid)	36.5%	63.5%

The total gender split across the business is 41.1% Male / 58.9% Female. Our quartiles broadly represent this split throughout. The weighting is close to an equal split in each quartile, suggesting that there are opportunities for both male and female employees to progress within the business.

### **Bonus Pay Information**

Our reportable bonus pay information can be found in the tables below:

<b>Gender</b>	<b>Proportion Receiving Bonus</b>
Male	28.7%
Female	34.9 %

<b>Measurement</b>	<b>2023 Results</b>
Mean Bonus	26.0%
Median Bonus	59.5%

Bonuses within Leonardo Hotels are paid on a discretionary basis and based on performance. In roles with bonus plans, men and women have an equal opportunity to earn bonuses based on their performance. We continue to review our reward structures across the business to ensure they remain fair and consistent for everyone.

### **Business Plans to Reduce Pay Gaps**

Leonardo Hotels is committed to ensuring that opportunities for promotion and growth are available to all employees across the business, regardless of gender.

We offer numerous training programmes at all levels across the business, from improving basic skills for specific roles in our main departments across the business, to graduate and management programmes that support bringing up our next generations of managers that may go on to run our hotels in the future. These programmes are advertised both internally through our communication channels, and also advertised externally on our careers site and on job adverts to attract candidates. The programmes are available to both male and female employees.

We offer flexible working opportunities to employees above and beyond the current legislative eligibility requirements, and have a number of senior employees availing of this.

We continually review our salaries for employees in similar roles to ensure that there is fairness in how we pay our employees, regardless of gender. Salaries are also measured against external benchmarks to ensure we are competitive.

We have targeted actions to ensure equal opportunities at every step of an employees' career, from using gender neutral language in job adverts to equal access to promotion and training opportunities. Our DEI Charter supports and promotes equality at every step of an employees' career from selection, recruitment and their ongoing development.

