



GENDER PAY REPORTING

Introduction

We are very proud to be an organisation in which women fulfil key roles in our hotels. We are continually making efforts to ensure that the gender pay gap is minimal across our businesses, we are pleased to see the progress over past years in minimizing the gap. This is important to us so that we can encourage greater opportunities for women in the workplace. We are committed to creating an inclusive work environment where all staff feel valued and fully engaged with our business.

Our business comprises four employing entities: Claridge's Hotel Limited, the Connaught Hotel Limited, the Berkeley Hotel Limited and Maybourne Hotels Limited. Maybourne does not fall within the scope of the Government Regulations, however we have reported on a voluntary basis on our website.

What is the Gender Pay Gap?

The gender pay gap shows the difference between the earnings of men and women as a percentage of men's earnings. The figure is intended to provide a high-level indicator of earning power and highlight any inequalities in the market.

Gender pay is not the same as equal pay. Equal pay deals with the difference in pay between men and women who carry out the same jobs, similar jobs or work of equal value.

What are the calculations?

Hourly rates of pay

The mean is calculated by adding up everyone's rate of pay and dividing that sum by the number of rates of pay.

The median is the middle value when all the different rates are placed in order. In 2023, the gap among full-time colleagues was 7.7%, up from 7.6% in 2022. This is still below the gap of 9.0% before the coronavirus (COVID-19) pandemic in 2019, and so the downward trend is continuing looking at the longer-term trend. Among all colleagues, the gender pay gap reduced to 14.3%, from 14.4% in 2022, but is still down from 17.4% in 2019. (as per office of national statistics)

The figures below show our gender pay gap based on hourly rates of pay as at the snapshot date of 5 April 2023.



MAYBOURNE

Pay Quartiles

All colleagues are ranked from lowest to highest by hourly rate and then allocated to each quartile based on their hourly rate.

Incentive pay

The figures below show our pay gap based on incentives paid to colleagues during the period 6 April 2022 to 5 April 2023.



Claridge's Hotel Limited

Statistics	Results	
The mean gender pay gap	8.7%	
The median gender pay gap	2.5%	
The mean bonus gender pay gap	22.1%	
The median bonus gender pay gap	10%	
The proportion of females receiving a bonus payment	94%	
The proportion of males receiving a bonus payment	96.4%	
The proportion of males and females in each quartile band	Quartile 1	F: 33%
		M: 67%
	Quartile 2	F: 45.6%
		M: 54.4%
	Quartile 3	F: 46.2%
		M: 53.8%
	Quartile 4	F: 31.5%
		M: 68.5%



Connaught Hotel Limited

Statistics	Results	
The mean gender pay gap	8.8%	
The median gender pay gap	-0.3%	
The mean bonus gender pay gap	14.1%	
The median bonus gender pay gap	11.5%	
The proportion of females receiving a bonus payment	100%	
The proportion of males receiving a bonus payment	85.3%	
The proportion of males and females in each quartile band	Quartile 1	F: 19.8%
		M: 80.2%
	Quartile 2	F: 45.5%
		M: 54.5%
	Quartile 3	F: 47.5%
		M: 52.5%
	Quartile 4	F: 21.2%
		M: 78.8%

Berkeley Hotel Limited

Statistics	Results	
The mean gender pay gap	10%	
The median gender pay gap	1%	
The mean bonus gender pay gap	27.4%	
The median bonus gender pay gap	11.4%	
The proportion of females receiving a bonus payment	89.7%	
The proportion of males receiving a bonus payment	90.6%	
The proportion of males and females in each quartile band	Quartile 1	F: 37.5%
		M: 62.5%
	Quartile 2	F: 47.7%
		M: 52.3%
	Quartile 3	F: 53.1%
		M: 46.9%
	Quartile 4	F: 36.8%
		M: 63.2%

This statement confirms that the published information is accurate at the time of publishing and is signed by:

Marc Socker, statutory director of Claridge's Hotel Limited and Maybourne Hotels Limited.

Fady Bakhos, statutory director of the Connaught Hotel Limited and the Berkeley Hotel Limited.



Marc Socker
Director



Fady Bakhos
Director



Maybourne Hotels Limited

Statistics	Results	
The mean gender pay gap	15.7%	
The median gender pay gap	14.5%	
The mean bonus gender pay gap	34.5%	
The median bonus gender pay gap	69.1%	
The proportion of females receiving a bonus payment	65.9%	
The proportion of males receiving a bonus payment	56.5%	
The proportion of males and females in each quartile band	Quartile 1	F: 77.8%
		M: 22.2%
	Quartile 2	F: 71.4%
		M: 28.6%
	Quartile 3	F: 60%
		M: 40%
	Quartile 4	F: 58.1%
		M: 41.9%