

**GENDER PAY GAP REPORT
SNAPSHOT DATE 5TH APRIL
2024**

Hotel
du Vin
& Bistro

Mahmaison

A member of the Frasers Hospitality Group

GENERAL STATEMENT

We are proud of our transparency and approach to all aspects of Equality, Diversity and Inclusion.

Now in our 3rd year of an annual EDI survey, we focus on 'You said we did' which covers all aspects of inclusion and equality, including pay.

This focus along with the EDI policies we have 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 Diversity and Equality 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 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 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 and Culture

HOTEL DU VIN – GENDER PAY REPORT

Calculated in accordance with The Equality Act 2010 (Gender Pay Information) Regulations 2017. Date as of 5th April 2025.

Results produced by Hotel Du Vin Trading Ltd.

Hotel Du Vin gender pay gap:

Mean pay gap 3.71%

Median Pay Gap 1.24%

Mean Bonus Gap 12.10%

Median Bonus gap 18.73%

Percentage Receiving a bonus:

66.88% Male

73.25% Female

Pay Quartiles by gender receiving:

Lower pay	- Male 46.1% Female 53.9%
Lower Middle pay	- Male 52.6% Female 47.4%
Upper Middle pay	- Male 51.7% Female 48.3%
Upper pay	- Male 56.1% Female 43.9%

The results show an extremely positive approach to being a best in class employer in the lower pay quartiles numbers receiving bonus. The gap in our bonus pay is trending this way as a large part of bonus is based on hours worked, of which females reported here worked on average 26.7 hours per week and males worked 32.8 hours per week on average, which has created the bonus gap, although I can confirm that the formula used for male and female calculation is identical

As a business Hotel du Vin will focus on the development, progression and attraction of females into more senior positions as well as constantly reviewing the bonus criteria and awards on an annual basis.

Martyn Ball, Director of People & Culture – 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 2024.

Results produced by Malmaison Trading Ltd.

Malmaison gender pay gap:

Mean pay gap 4.56%

Median Pay Gap 2.05%

Mean Bonus Gap 35.23%

Median Bonus gap 42.06%

Percentage Receiving a bonus:

61.54% Male

89.9% 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 an extremely positive approach to being a best in class employer in the lower pay quartile we also excel in bonus received and paid compared to males.

The gap in our bonus pay is trending this way as a large part of bonus is based on hours worked, of which females reported here worked on average 26.7 hours per week and males worked 32.8 hours per week on average, which has created the bonus gap, although I can confirm that the formula used for male and female calculation is identical

Whilst we employ more females than males they are mostly employed into the lower quartile. As a business Malmaison will focus on the development, progression and attraction of females into more senior positions as well as constantly reviewing the bonus criteria and awards on an annual basis.

Martyn Ball, Director of People & Culture – Malmaison Trading Ltd

THANK YOU
Any questions please ask.