



IRELAND GENDER PAY GAP 2022

OVERVIEW AND CONTEXT

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 51 hotels across 36 locations.

Leonardo Hotels UK & Ireland have for a number of years been analysing and reporting on gender pay differences for its UK employees, in line with UK legislation, and in light of the new Irish legislation in 2022 have now begun reporting on our Irish employees.

For the purposes of this report, Leonardo Hotels used the 30th Jun 2022 as the snapshot period to measure data against. At this point in time, the Company had 310 active employees that had received payment within the 12 months up to the snapshot period, meaning that the 250 employee's baseline requirement to report had been met.

This report has been put together based on information and guidance available at the time of publishing.

Our management team is spread across both the UK and Ireland, meaning that any Country-specific data (such as Gender Pay data) is necessarily only reflective of those employees that reside in that particular territory. Whilst many of our heads of functions sit on our Irish Payroll, the data does not include other key figures in our business including a number of female senior leaders, who are instead included in our UK Gender Pay Gap data.

The snapshot reporting period of 01/07/2021 – 30/06/2022 covers a significant period of adjustment for the business as hotels fully reopened following on from the COVID-19 Pandemic that forced the majority of our hotels to close to the public in March 2020, and only open on an intermittent basis until Q2 2021.

GENDER SPLITS

The total gender split across the Irish part of the business is Male 40.6% / 59.4% Female. Split into pay quartiles, the splits are as shown in the table below:

	Male %	Female %
Quartile 1 (Highest Paid)	46.8%	53.2%
Quartile 2	42.9%	57.1%
Quartile 3	32.5%	67.5%
Quartile 4 (Lowest Paid)	41.6%	58.4%

For the most part, the quartiles measure similarly against the total gender split, with the exception of quartiles 1 and 3, which are weighted towards males and females respectively. When reading this this data, there are a couple of points to consider;

- Each quartile is the measurement of the genders of approximately 77 employees – as such, a few employees either way can make a large difference to the percentage differences. The 6% swing towards males in the top quartile against our Company average suggests an additional 3-4 male employees at this level versus the total average
- The business has a fairly flat pay structure due to the nature of the industry, and as such many employees earn broadly similar wages. The top quartile therefore holds data mainly for employees at supervisory level and above, whilst the other 3 quartiles contains only minor differences in pay levels.

PAY GAPS

Hourly Pay

The mean and median pay differences for hourly pay can be found below:

	Gap
Average	15.9%
Median	1.0%

The median difference of 1% shows a near parity of pay between male and female employees. This was reasonably expected as a majority of employees work on set hourly rates for their roles, with only small differences in additional payments such as portorage and tips and relevant premiums.

The average pay gap sits at 15.9% With regards to female representation at the top level of the business, many members of our management committee and exec team are female, and 8 of the top 20 paid employees are female, which equates to 40% of this group. At this top level of the business, many employees are either heads of or deputy heads of function, and are paid in line with the complexity of their role, seniority in the business and in line with external market guidelines.

Bonus Pay

	% of Total
Male	16.7%
Female	16.8%

For the purposes of the report, bonuses have been identified as any payment made based on performance, any cashed in points from the internal reward system where employees can cash in points for pay, along with any payments for recommending an employee to work for the business.

Across the business, very few bonus awards were paid out in the snapshot period due to variable trading conditions (brought on by the pandemic) meaning that performance related bonuses were not available for a number of employees that would have otherwise been eligible to receive a bonus payment.

The mean and median pay differences for bonuses paid can be found below:

	Gap
Average	66.1%
Median	44.4%

Bonus payments are performance based and paid at the discretion of the business. Like for like roles are measured by the same KPI's, and offer the same earnings potential for each employee in that role. Some roles in the business are standalone and have no other internal comparator to measure bonus potential against, and will therefore be matched to market expectations where reasonable. Circumstantial and time bound specific items (e.g. recommend a friend) are available to all employees, and payment levels for these types are guided by written policies.

Part Time Hourly Pay

The mean and median pay differences for hourly pay for part time employees can be found below:

	Gap
Average	-5.2%
Median	0.3%

In total, 146 employees are classed as part time, with 88 of this group female – 60% of the group. This percentage split sits in line with our total headcount for the snapshot period.

Part time employees include any employees on part time contracts, along with any employees operating on a flexible or casual basis, as all employees in this group are contractually guaranteed at least 5 hours of work a week.

The median difference is close to zero, suggesting that employees working part time have the same opportunities as one another and the same ability to avail of flexible working. The average difference sits in favour of female employees.

Temporary Hourly Pay

As at the snapshot date, the Company had no employees on temporary or fixed term contracts in Ireland – as such, no data is able to be produced.

Benefits in Kind

Our employee percentages for those receiving benefits in kind are noted below:

	% of Total
Male	1.6%
Female	2.2%

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 recently published our Diversity and Inclusion charter, and 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.

