



## Gender Pay Gap 2022 – UK

### **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 53 hotels across 36 locations.

At the point of the reporting period of 5<sup>th</sup> April 2022, Leonardo Hotels UK had 3755 employees that were classed as ‘full pay relevant employees’ for the purposes of gender pay reporting.

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 UK 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 Irish Gender Pay Gap data.

At the point of the reporting period of 5<sup>th</sup> April 2022, Leonardo Hotels was well underway in its recovery from the Covid-19 pandemic, with hotels fully reopened and able to operate towards their full potential capacities. Temporary pandemic measures such as social distancing had mostly been dissolved meaning that hotels were better able to operate in more straightforward circumstances.

### **Hourly Pay Information**

For context, in 2022 the Office for National Statistics (ONS) reported that the UK Gender Pay gap sat at 14.9% down slightly from 15.1% in 2021.

Our 2022 results are presented below:

Measurement	2022 Results
Mean GPG	9.0%
Median GPG	2.0%

Our median figure has remained at 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 last non-pandemic set of data produced was for 2019,

where our mean gap was 8.8% As such, our mean gap has maintained its previous pre-pandemic level, and remains well below the national average.

We have also produced our gender quartiles, below:

	Males % 2022	Females % 2022
Q1 (Highest Paid)	53%	47%
Q2	40%	60%
Q3	41%	59%
Q4 (Lowest Paid)	39%	61%

The total gender split across the UK side of the business is 43%Male / 57%Female. Our quartiles broadly represent this split, with only the top quartile slightly more weighted in favour of male employees. However, the weighting is close to an equal split, 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:

Gender	Proportion Receiving Bonus
Male	0.1%
Female	0.1%

Measurement	2022 Results
Mean Bonus	86%
Median Bonus	90%

Due to the unrepresentative year up to 5<sup>th</sup> April 2022, just 5 payments that could be classed as ‘bonuses’ under the gender pay gap rules were paid in the reporting period. As such, the variances in the data have created large mean and median gaps that are not reflective of our wider bonus plans and goals.

Bonuses within Leonardo Hotels are paid on a discretionary basis and based on performance. Men and women have an equal opportunity to earn bonuses based on their role and 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 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.

