



Gender Pay Gap 2023 – 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 54 hotels across 36 locations.

At the point of the reporting period of 5th April 2023, Leonardo Hotels UK had 4148 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.

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 5th 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	10.2%
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. Our Mean gap is 10.2% which remains below the national average.

We have also produced our gender quartiles, below:

	Males % 2023	Females % 2023
Q1 (Highest Paid)	56%	44%
Q2	38%	62%
Q3	37%	63%
Q4 (Lowest Paid)	42%	58%

The total gender split across the UK side of the business is 44% Male / 56% 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, supporting the fact that there are equal opportunities for both male and female employees to progress within the business, which we are very committed to.

Bonus Pay Information

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

Gender	Proportion Receiving Bonus
Male	13.2%
Female	10.2%

Measurement	2023 Results
Mean Bonus	38.9%
Median Bonus	-8.3%

2023 was the first year post-pandemic where bonuses were paid across the entire business as normal.

Proportionally, slightly more male employees received a bonus, although in real terms an almost equal number of men and women received a bonus of some kind.

Bonuses within Leonardo Hotels are paid on a discretionary basis and based on role and 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.

