



PENNYHILL PARK

AN EXCLUSIVE HOTEL & SPA

Gender Pay Gap Report as at April 2018



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Introduction

Calculated in accordance with the Equality Act 2010 (In line with the recent Government Regulations regarding mandatory Gender Pay Gap Reporting Regulations 2017) please see the attached report for Pennyhill Park Ltd as at 5th April 2018.



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About the Gender Pay Gap Reporting

All UK companies that employed at least 250 people on 5 April 2018 are required to report the following gender pay gap information.

- Gender pay gap (mean and median)
- Gender bonus gap (mean and median)
- Proportion of men and women receiving bonuses
- Proportion of men and women in each quartile of the organisation's pay structure

Mean and median hourly pay gap calculations compare hourly rates as at 5th April 2018



Gender pay gap

Women's (mean) hourly rate is 6.5% lower

Women's (median) -3.02%

Percentage receiving a bonus

19 % Men

40% Women

Women's bonus Pay (mean) is

43.69% Lower

Women's bonus Pay (median) is

61.62% Lower

Pay by Quartiles:

Lower : 53.3% Men

46.6% Women

Lower Middle : 52.0% Men

48.0% Women

Upper Middle : 33.3% Men

61.7% Women

Upper : 53.3% Men

46.7% Women



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Commitment to Equality and Diversity

Pennyhill Park believes that excellence will be achieved through recognising the value of every individual. We aim to create an environment that respects the diversity of all our people and to enable them to achieve their full potential, to contribute fully, and to derive maximum benefit and enjoyment from their involvement in the business.

To this end Pennyhill Park acknowledges the following basic rights for employees and prospective new recruits:
to be treated with respect and dignity, to be treated fairly with regard to all procedures, assessments and choices and to receive encouragement to reach their full potential



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Pennyhill Park is intent on advancing equality and diversity as key features within all its activities, as it believes this to be ethically right and socially responsible.

Equality and diversity are essential factors that contribute to the employees and economic strengths of the business. The business will continue to review all policies that encourage and support flexible working and foster equality of opportunity in all areas.

The gender pay gap is a measure of the difference in the average pay of men and women – and is not determined by the individual job that they may be doing in the business. We operate a policy of paying a rate for the role irrespective of the gender of the person performing that role.

Interpreting our Data



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Our Learning and Development programmes are offered to everyone in the business and our transfers and promotions policies are focussed on the best person for the role.

We have paid just over double the number of women than men a bonus in the last year.

Where discretionary bonuses are paid the amounts paid are driven by individual performance.

Statement



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As Managing Director of Pennyhill Park I can confirm that the information contained herein is accurate.

A handwritten signature in blue ink, appearing to read 'Danny Pecorelli', written in a cursive style.

Danny Pecorelli
Managing Director
Pennyhill Park Ltd