



Gender Pay Report 2018

Introduction

Following the Government Regulations regarding Mandatory Gender Pay Gap Reporting, the following narrative has been compiled.

Employers with 250 or more relevant employees are required to publish gender pay gap information by April 2019, based on data from April 2018.

About us

We are an independent limited company

We operate our business with strong Purpose and Values ensuring we 'enrich the journeys of our people and our guests'.

We operate to ensure all our people feel welcomed regardless of their ethnicity, gender, age, disability, religion or sexual orientation. We focus on attracting, retaining and developing people with the best talent we can.

Gender Pay Gap - Details

This report has been prepared in line with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 and Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017.

Snapshot date: 5 April 2018 (private sector)

1. The mean gender pay gap for The Landmark London - 2.9%
2. The median gender pay gap for The Landmark London - 5.0%
3. The mean gender bonus gap for The Landmark London is 20%
4. The median gender bonus gap for The Landmark London is - 41%
5. The percentage of:
 - o male employees in The Landmark London receiving a bonus is 29%
 - o female employees in The Landmark London receiving a bonus is 35%
6. The Landmark London pay quartile percentages (number of employees in each band):

Gender Pay Report 2018

| Band | Males | Females | Description |
|------|-------|---------|---|
| A | 65% | 35% | Includes all employees whose standard hourly rate places them at or below the lower quartile |
| B | 47% | 53% | Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median |
| C | 56% | 44% | Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile |
| D | 48% | 52% | Includes all employees whose standard hourly rate places them above the upper quartile |

The figures set out above are the data of The Landmark London and have been calculated using the standard methodologies set out in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Benchmarks: introduction

Benchmarking has been carried out using the government gender pay service at <https://gender-pay-gap.service.gov.uk/compare-employers/2018>

Employers have been selected from employers of the same size (500-999 employees) and within the same or similar industry categorised on the site as using the SIC code of 55100 'Hotels similar accommodation' and / or 'Accommodation and Food Services activities'

A total of 23 employers were highlighted using the above, information from all 23 employers have been used when drawing conclusions in relation to the benchmarking sample.



Gender Pay Report 2018

Headline results - Mean Gender pay gap

The mean gender pay gap for The Landmark London is -2.9%.

This figure is based on:

A mean male hourly rate of £11.68

A mean female hourly rate of £ 12.02

At -2.9%, the mean gender pay gap for The Landmark London is significantly closer to the mean than the majority of the organisations in the sample, within the same industry and size.

When comparing this figure to The Landmark London's own figure for the same period last year this figure has become more favorable for women moving from 2.3% to -2.9%.

Median Gender Pay Gap

The median gender pay gap for The Landmark London is -5.0%.

This figure is based on:

- A median male hourly rate of £9.13
- A median female hourly rate of £9.58

At -5.0%, the median gender pay gap for The Landmark London is significantly below the whole sample figure.

It is significantly below the figure for organisations in the same sector and significantly below the figure for organisations in the same industry and significantly below organisations that have a similar number of employees

When comparing this figure to The Landmark London's own figure for the same period last year this figure has become more favorable for women moving from -3% to -5%.



Gender Pay Report 2018

Mean Gender Bonus Gap

The mean gender bonus gap for The Landmark London is 20%.

This figure is based on:

- A mean annual male bonus of £2,455.55
- A mean annual female bonus of £1,958.75

When comparing this figure to the figure for The Landmark London for the same period last year, we have seen a decrease in this figure from 41.2% to 20%

Median Gender Bonus Gap

The median gender bonus gap for The Landmark London is -41.0%.

This figure is based on:

- A median annual male bonus of £ 292.66
- A median annual female bonus of £ 411.87

At -41% change in this area has again been seen when comparing the figures from the same period last year which generated a result of -30.0%.

Proportion of men and women receiving a bonus

The proportion of male employees in The Landmark London receiving a bonus is 29%

The proportion of female employees in The Landmark London receiving a bonus is 35%

At 29%, the proportion of men receiving a bonus in The Landmark London has increased year on year from 22.6%. At 35%, the proportion of women receiving a bonus had remained the same when comparing the figures for The Landmark London for the same period in the previous year.



Gender Pay Report 2018

Gender Pay Quartiles

The Landmark London pay quartiles, percentage in each band

| Band | Males | Females | Description |
|------|-------|---------|---|
| A | 65% | 35% | Includes all employees whose standard hourly rate places them at or below the lower quartile |
| B | 47% | 53% | Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median |
| C | 56% | 44% | Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile |
| D | 48% | 52% | Includes all employees whose standard rate places them above the upper quartile |

Metrics

Only certain individuals in the organisation are **relevant employees** for the purposes of this report.

The Landmark London does not have employees or Individuals based outside of Great Britain, or those not classed as *employees* have been excluded from the analysis.

This means that only individuals whose status was given as either full-pay employee or reduced-pay employee were used to calculate the results contained in this report.



Gender Pay Report 2018

Hourly pay

Has been calculated as the *sum* of base pay, allowances, piecework pay, paid leave, premium pay and bonus attributable to the relevant period *divided* by the number of weeks in the relevant period and then further divided by the number of contracted hours in a working week. Only full-pay employees are considered when metrics based on hourly rates of pay.

Bonus

Bonus amount has been calculated as the *sum* of incentive pay, long-term incentive pay within the 12 month preceding the relevant date. Individuals with zero or missing values for bonus are not included when calculating mean bonus.

Pay Band Quartiles

Full-time employees are allocated into pay band quartiles by way of whole company rankings based on their hourly rate of pay. Where there are ranking ties the mean quartile band has been assigned to all tied individuals.

Closing comments

Overall we are pleased with the outcome of this analysis, we believe, that by running the business with a clear purpose and strong values, business decisions are made that are right for the business and the individual, regardless of their gender.

We will continue to monitor the Gender pay gap, to ensure that our business remains balanced and continues to make decisions relating to the individuals capability to perform a role.

We will regularly review our position internally and take any action identified.



Gender Pay Report 2018

Our Purpose and values

Our Purpose:

To enrich the journey of our People and our guests

Our Values are:

Respect

I will treat others as I would like to be treated

Integrity

I will deliver what I promise

Continuous improvement

I will actively seek out opportunities for improvement and take action

Fun

I will bring positive energy to support a happy environment