

## PPHE Hotel Group's published UK gender pay gap report - 4 April 2018

Detailed results based on PPHE Hotel Group UK payroll

All calculations in this report are confirmed as factually correct -  
Jaklien van Sterkenburg, Executive Vice President People & Culture | Head of HR

1	Mean gender pay gap:	3.27%		
2	Median gender pay gap:	3.43%		
3	Mean gender bonus gap:	52.62%		
4	Median gender bonus gap:	-16.37%		
5 a	Proportion of male total paid a bonus	25.89%		
5 b	Proportion of female total paid a bonus	39.7%		
6	Proportion of male and female employees in each quartile			
All:	1 <sup>st</sup> Quartile	2 <sup>nd</sup> Quartile	3 <sup>rd</sup> Quartile	4 <sup>th</sup> Quartile
Female (47%)	43.7%	46.6%	49.7%	47.1%
Male (53%)	56.3%	53.4%	50.3%	52.9%

Jaklien van Sterkenburg, Executive Vice President People & Culture | Head of HR commented on the findings:

"We recognise the mean gender pay at 3.27% and the median gender pay gap at 3.43%. While there is room for improvement we are pleased with this relative to the UK national average. We generally attribute this to a higher number of males choosing to apply for operational roles requiring key educational / vocational skills such as Engineering and Chefs.

We do also note that proportionately more women than men were paid a bonus and we attribute this to there being more women than men working in roles where there is an opportunity to earn incentives, such as in Front Office and Meetings & Events Sales. This is also reflected in the median gender bonus gap being -16.3% and in the proportionately higher number of men in the first quartile of earners (56.3%) relative to the total male employees as a proportion of the total UK workforce (53%). "

- Ends -