

2023



CREST
HOTELS

Gender Pay Gap Report

Introduction

Crest Hotels Group, buy, develop and manage uniquely positioned hotels in the UK. Privately owned and operated, with core values focused on true hospitality, engaged teams and serving the community that our hotels are located in. We currently have 8 unique hotels with 630 bedrooms, with 400 colleagues – people are at the heart of what we do every day.

At Crest Hotels we believe that colleagues should be paid equally for the job that they do regardless of gender, we are confident that both male and female colleagues are paid equally for the jobs that they do.

As is the standard in our industry we do attract younger colleagues to particular roles and in some regions the roles that younger colleagues are attracted to can be stereotypical, for instance young females in some regions apply for Housekeeping positions, whilst young males apply for Food & Beverage roles. This can cause a higher percentage of one gender dependant on the make-up of the property, for example a hotel with many rooms and select service will require less Food & Beverage colleagues and more Housekeeping colleagues.

In addition to this as a Group we pay above minimum wage, however as we have acquired properties, we have had to review rates of pay to align them upwards.

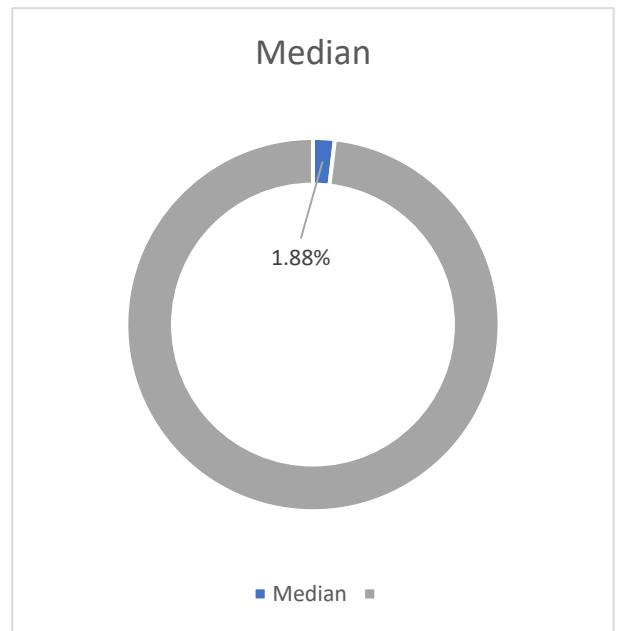
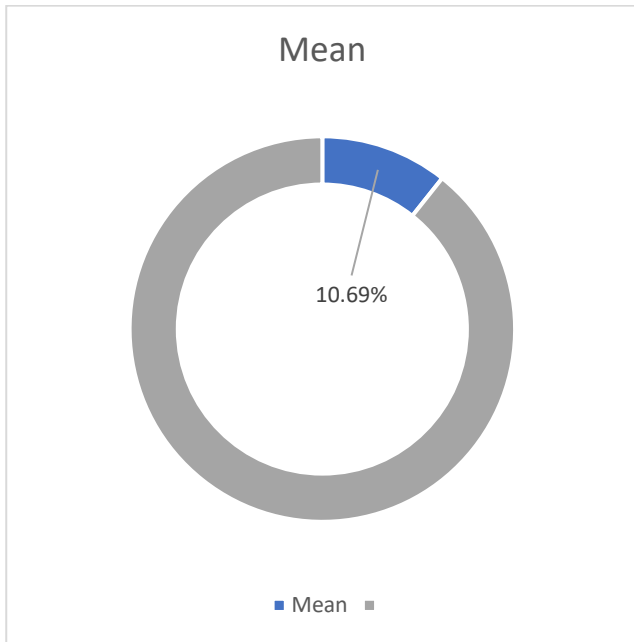
Understanding the Gender Pay Gap

The gender pay gap is a measure of disadvantage that is expressed in % terms from comparing the average hourly rate of pay of men and women.

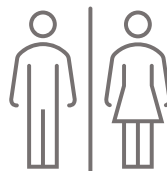
A positive % figure indicates the extent to which women earn on average less than male colleagues whilst a negative % figure indicates the extent to which women earn on average more than male colleagues.

Our Results as a Hotel Group

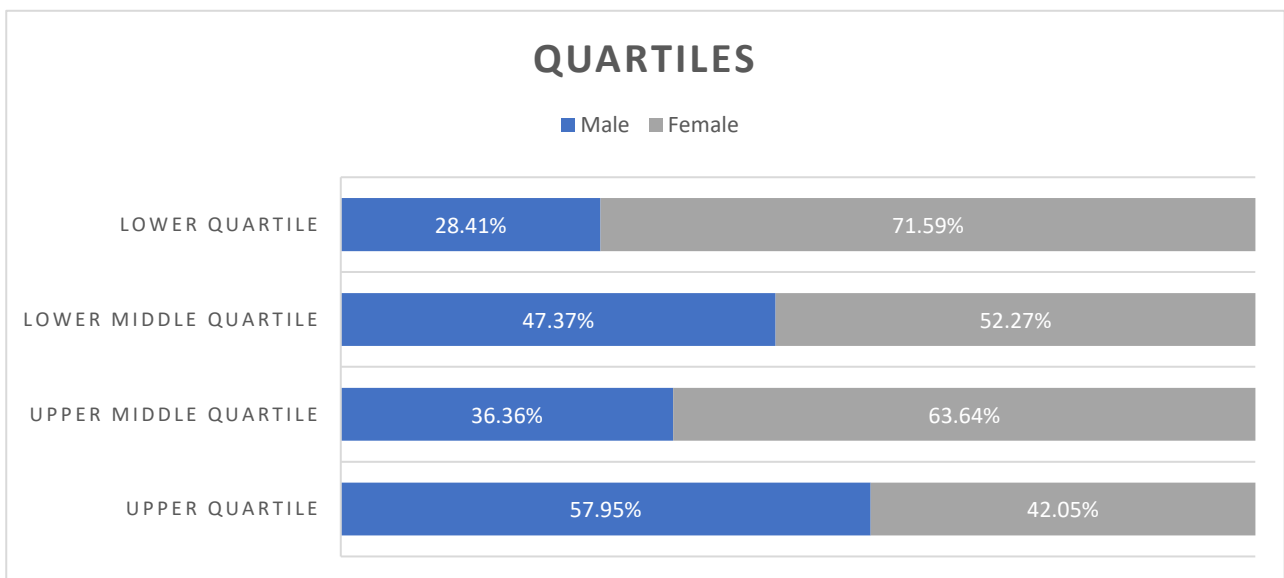
2023 is the first year that we have completed a gender pay gap analysis, the following information details that we do have a gender pay gap with a mean pay gap of **10.69%** and a median pay gap of **1.88%**. As an organisation that works to ensure equal pay for the position regardless of gender the median results are a positive starting point, the mean results indicate that there is some reflection needed to determine how this can be addressed. The main factors creating the mean gap figure are the senior manage roles within hotels being held by more male than female colleagues.



No bonuses recorded in our snapshot period of April 2023



Quartile bands



Observations of our Results regionally

We have identified that we have a gender pay gap overall, however if we look at pay gap data regionally it gives an interesting insight to the individual properties.

North West - there is a mean gender pay gap of **-2.56%** and a median gender pay gap of **1.88%**, however **76%** of colleagues were female.

South West - there is an average **12.88%** mean gender pay gap and an average median of **4.9%** with an average of **58.94** being female.

West Midlands - there is an average mean gender pay gap of **10.92%** and a median pay gap of **1.12%**, an average of **60.7%** of colleagues were female.

Wales - there is a mean gender pay gap of **1.57 %** and a median of **-5.18%**, **47.22%** of colleagues were female.

South East - there is a mean gender pay gap of **13.79%** and a median of **3.07%**, **54.76%** of colleagues were female.

Reducing our Gender Pay Gap

It is evident that our gender pay gap is driven by a dominance of senior leaders in the business being male and a dominance of female colleagues in lower paid roles, it is reassuring to see that in 3 properties there is negligible gap to close.

As we continue our growth strategy we need to ensure that our recruitment practices and advertising are reaching a wide and diverse pool of talent to help us address the gap.

We will continue to identify opportunities to address and decrease our gender pay gap.

I confirm that the data published in this report is accurate.
Liz Heneghan, Director of People & Culture