

## Gender Pay Gap Report 2018

As an organisation which values gender equality and balance at the highest levels, I am delighted to share our annual gender pay gap report, in line with Gender Pay Gap legislation introduced in April 2017 for companies with more than 250 employees.

We are pleased to see some positive results within this year's report, and maintain our commitment to eliminating the gender pay gap altogether.

To find out more, please find our gender pay gap report below. I confirm that the Gender Pay data provided for HMSHost UK Ltd below are accurate and have been produced in accordance with the guidelines.



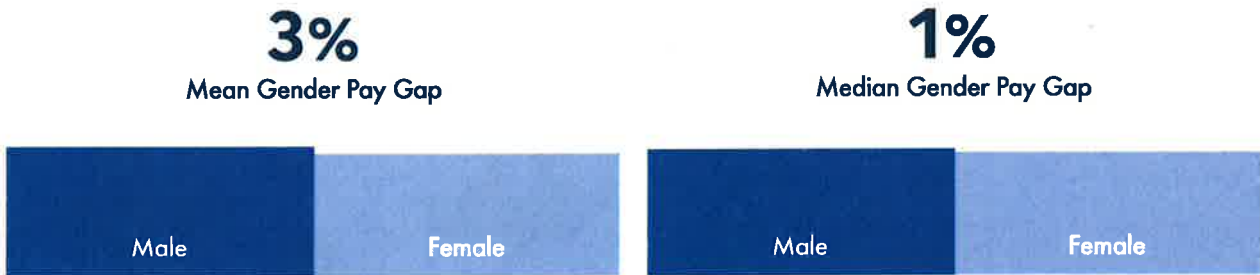
**Kimberly DeMello**

Human Resources Director International April 2019



## Gender pay gap information

The below shows our mean and median gender pay gap data, as of the 5th April 2018.



We operate clear gradings for all of our roles, ensuring that salaries are paid based on the responsibilities of each role, which is reflected in our gender pay gap information provided above with a mean gender pay gap of 1%.

## Pay Quartile information

The below shows the gender balance at each level of our organisation, as of the 5th April 2018.

### Employee population by pay quartile

We are proud to be an organisation where women are present across the roles within our business, contributing at the most senior level, as displayed here where our Upper quartile is split evenly between men and women.



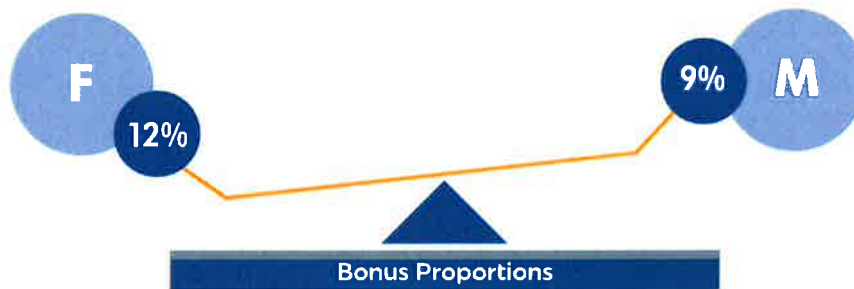
## Bonus pay gap information

The below shows our mean and median bonus pay gap data, as of the 5th April 2018.



## Bonus Proportions

The below shows the proportion of persons receiving bonus pay, as of the 5th April 2018.



Our senior management bonus scheme is available to a very small proportion of our overall team, as such the data may be skewed by a small number of individuals, and should be taken in context. The bonus policy sets out clearly which grades are eligible to enter the bonus scheme, and the maximum amount which may be achieved. These measures, reflected in the data above supports a fair and robust bonus structure which rewards based on role rather than gender.

This data also includes an incentive scheme in place for some hourly paid employees, this incentive is based on the performance of their store rather than individuals, and has a clear policy for eligibility which is not related to gender, as such it is a gender neutral scheme and any differences between male and females is the result of demographics rather than gender bias. For example the scheme awards a cash value as a percentage of hourly rate which means a higher pay-out if more hours are worked. The scheme also applied to very limited numbers of employees so should be read in that context.

## Summary

We remain truly committed to ensuring diversity within our workforce in all areas, including gender. We believe that this diversity is key to ensuring we maintain our reputation as an employer of choice and intend to continue strengthening our policies in this regard. We have focused this past year, on broadening our recruitment channels to offer more flexible positions with clear progression. We have also implemented a refreshed wage structure which maintains our equal pay principles, and enhances them to encompass fairer rates for all to reflect the cost of living in their area. We will continue to encourage women to achieve their full potential within senior roles across our business, and look forward to sharing our report for 2019.

