



## Gender Pay Gap Report 2024

HMSHost UK is committed to gender equality and balance at all levels. As part of our International Diversity, Equal Opportunity and Inclusion Strategy we monitor our gender pay gap, and set out our findings in this report.

Our Gender pay gap reduced since our last report and remains significantly lower than the UK National Gender Pay Gap as reported by the Office for National Statistics. We can always do more to further reduce this gap, and are committed to progress in this area. 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 with a data snapshot date of 5<sup>th</sup> April 2023.

Geoff Hall  
HR Director  
April 2024



### Gender Pay Gap information

The below shows our mean and median gender pay gap data, as of the 5th April 2023



Our gender pay gap remains significantly lower than the UK National Gender Pay Gap as reported by the Office for National Statistics.

We operate clear gradings for all of our roles, ensuring that salaries are paid based on the responsibilities of each role regardless of gender.

### Pay Quartile information

The below shows the gender balance at each level of our organisation, as of the 5th April 2023

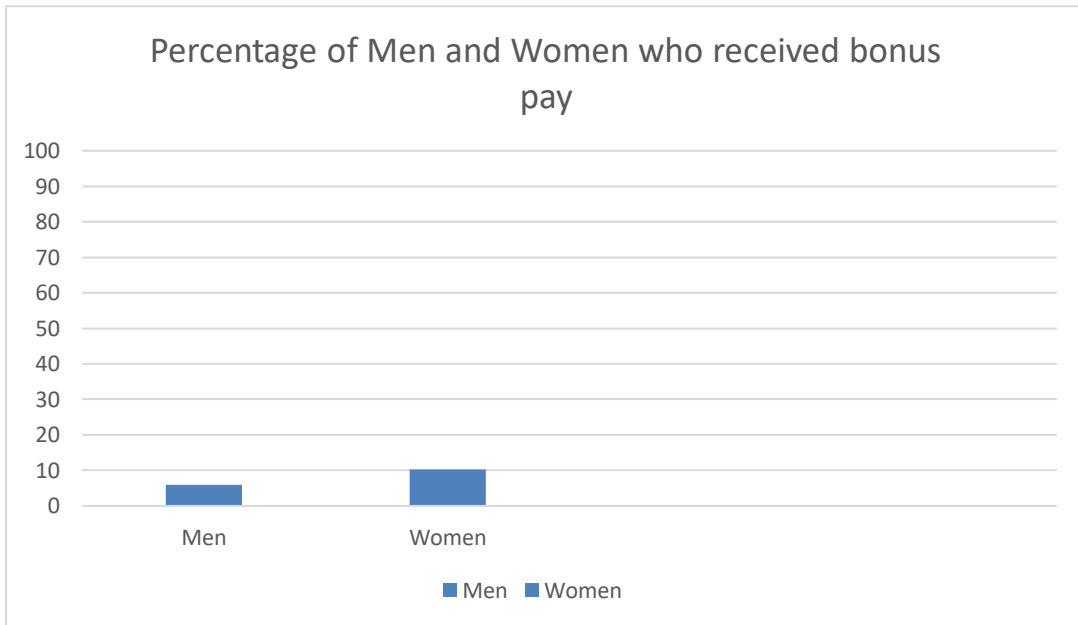
#### Employee population by pay quartile

Quartiles	Men	Women
1. lower hourly pay quarter	43.7%	56.3%
2. lower middle hourly pay quarter	47.6%	52.4%
3. upper middle hourly pay quarter	46.3%	53.7%
4. upper hourly pay quarter	61.4%	38.6%



### Bonus Pay Gap data

The below shows the proportion of persons receiving bonus pay, as of the 5th April 2023.



### Bonus pay gap information

The below shows our mean and median bonus pay gap data, as of the 5th April 2023

Mean Gender Bonus Gap  
68.58%

Median Gender Bonus Gap  
49.07%

The HMSHost bonus policy sets out clearly which grades are eligible to enter the bonus scheme, and the maximum amount which may be achieved. This supports a fair and robust bonus structure which rewards based on role (and performance within that role) rather than gender.

Whilst this report focuses on broad overall statistics it is important to note that our senior management bonus scheme is available to a very small proportion of our overall team, as seen in the proportion of employees receiving it. Given the fact that the bonus scheme is applicable to a small population, the data can be influenced significantly by a few people so it is difficult to draw meaningful conclusions without more in depth analysis on an individual basis, which takes place outside the parameters of this report.



### **Summary and commitments**

Diversity, Equality and Inclusion is a key pillar of our overall company strategy and informs decisions in every area.

Our Diversity, Equality and Inclusion vision is to have a respectful and supportive workplace that enables us to attract and retain a diverse workforce that represents our customers and community.

We believe that this diversity, equality and inclusion is key to ensuring we maintain our reputation as an employer of choice.

In 2023 we added a new module for all our employees on fostering an Inclusive workplace, to complement our existing training program around inclusion and tackling unconscious bias, whilst our Equal opportunities policy remains a robust tool for setting out our company commitment to equality. We also put in place a menopause policy during 2023 to further strengthen our support for women in the workplace. We continue to offer flexible working opportunities at all levels of the organisation, including senior roles and we remain committed to enabling women to balance their work and personal commitments, while continuing to thrive and develop into more senior, highly paid roles at HMSHost.

Our company grading structure and corresponding salary bandings ensure that people operating in the same or similar roles are paid consistently for the role, regardless of gender.

We believe these steps outlined above will support us to achieve our diversity, equality and inclusion vision, and enhance our employee value proposition to our team and any potential candidates looking to start a career with HMSHost.