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April 2025



FOUR SEASONS

# GENDER PAY GAP REPORT

FOUR SEASONS HOTEL HAMSPHIRE



# GENDER PAY GAP

- In April 2017, the UK government introduced a new Gender Pay Gap reporting requirement for employers with 250 or more relevant employees. Employers are required to publish gender pay gap information by April 2025, based on data from April 2024. Four Seasons Hotel Hampshire identifies all genders, including biological sex, sex-based social structures and gender identity, for this report, gender is characterized by female and male, in line with the U.K. Equality Act 2010.

## The Gender Pay Gap is different to Equal Pay

The Gender Pay Gap measures the difference in hourly pay between men and women, however Equal Pay measures what women and men are paid for doing the same work or similar work of equal value.

As a result, where there are fewer women in senior positions, this will result in a gender pay gap even where those women are being paid more than their male equivalents.

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.





# HOW IS THE GENDER PAY GAP CALCULATED?

The difference between the **mean** hourly pay rates of men and women



The difference between the **median** hourly pay rates of men and women. The median is the middle value when all the values are ranged from highest to lowest

The difference between the **mean** bonus paid to men and women

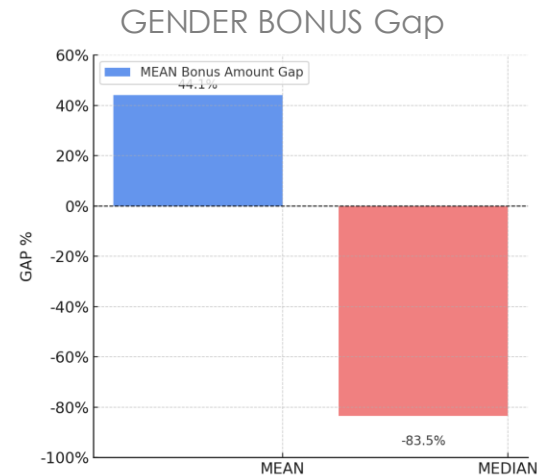
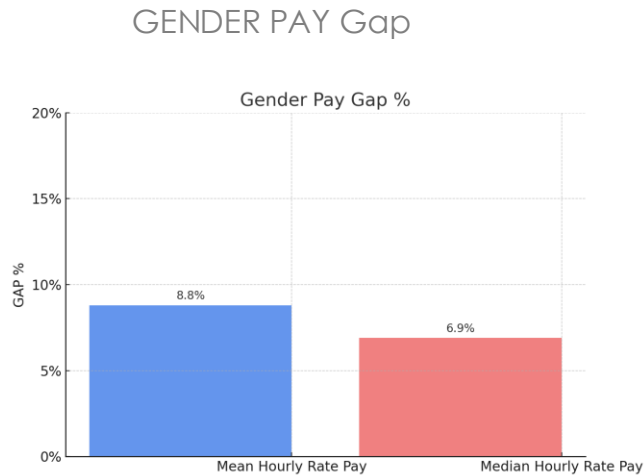


The difference between the **median** bonus paid to men and women



# GENDER PAY GAP AND GENDER BONUS GAP

Women's hourly rate lower by Mean 8.8% and Median 6.9%.



The proportion of **male** employees receiving a bonus is **30.9%**

The proportion of **female** employees receiving a bonus is **35.3%**

A slightly higher proportion of female, over male, employees are awarded bonuses. The median bonus pay received by men is lower overall than that received by women, although the mean bonus pay is significantly higher for men.

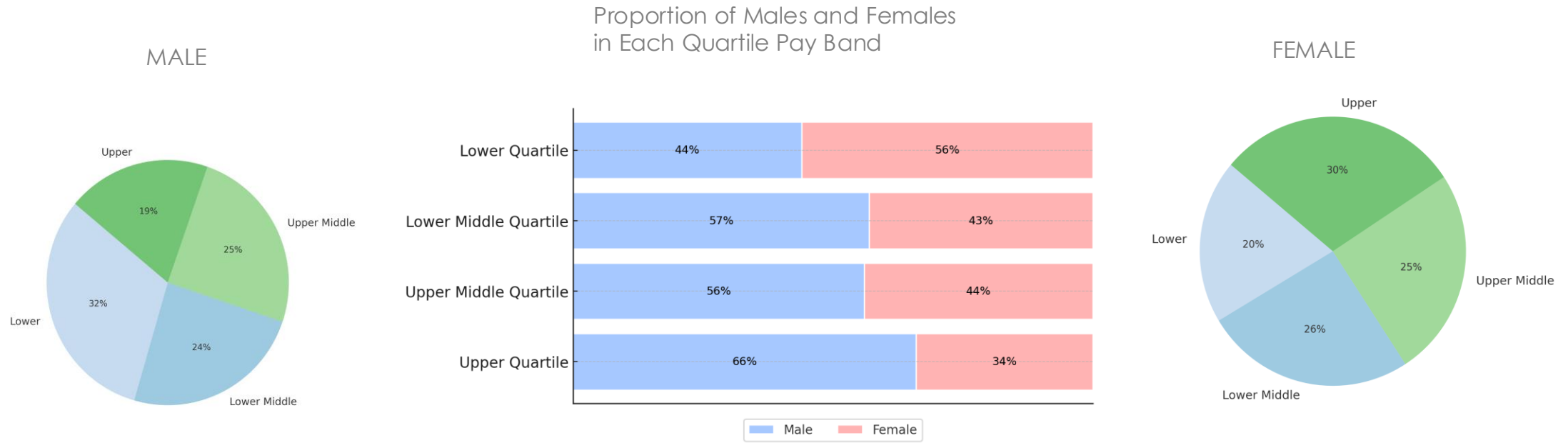
The Gender Pay Gap is a reflection of the distribution of males and females at every level of the organisation, and we continue to work hard to ensure females are well represented at all levels. The mean (average) is divided equally by the number of men/women at the hotel. The median is the middle value.

Four Seasons Hotel Hampshire pays the same pay for men and women in the same position.

Our Gender Bonus Gap is impacted by the proportion of women in roles that are eligible to bonus payments, which are commissions, incentives, and other payments related to individual, group, or company performance. This Gender Bonus Gap is measured solely on those employees who were both eligible for a bonus payment and who received one. It therefore excludes individuals who may not qualify for a bonus or have a basic higher wage because they do not receive a bonus.



# GENDER PAY QUARTILES



The charts above show the distribution of gender representation across the different pay quartiles in our workforce based on hourly pay rate.

The top three quartiles of our business comprises more men than women. In order for there to be little or no gender pay gap, there would need to be the same ratio of men to women in each quartile band. The gap in the organisation is the Lower Middle Upper Middle and Upper Quartile, in which we have a higher ratio of male workers than female workers. These positions are predominately Hotel Maintenance and Culinary, Food & Beverage and senior leadership positioning.



# OBSERVATIONS FROM THE GENDER PAY INFORMATION

- Data for April 2024 is summarised in this report. Four Seasons Hotel Hampshire pays equal pay for men and women and equal pay by position within the hotel. In 2023 we incorporated a Rooms Service charge that is paid directly to our Hotel employees.
- We continue to strive to develop our workforce with opportunities for growth with internal, external and apprenticeship learnings.







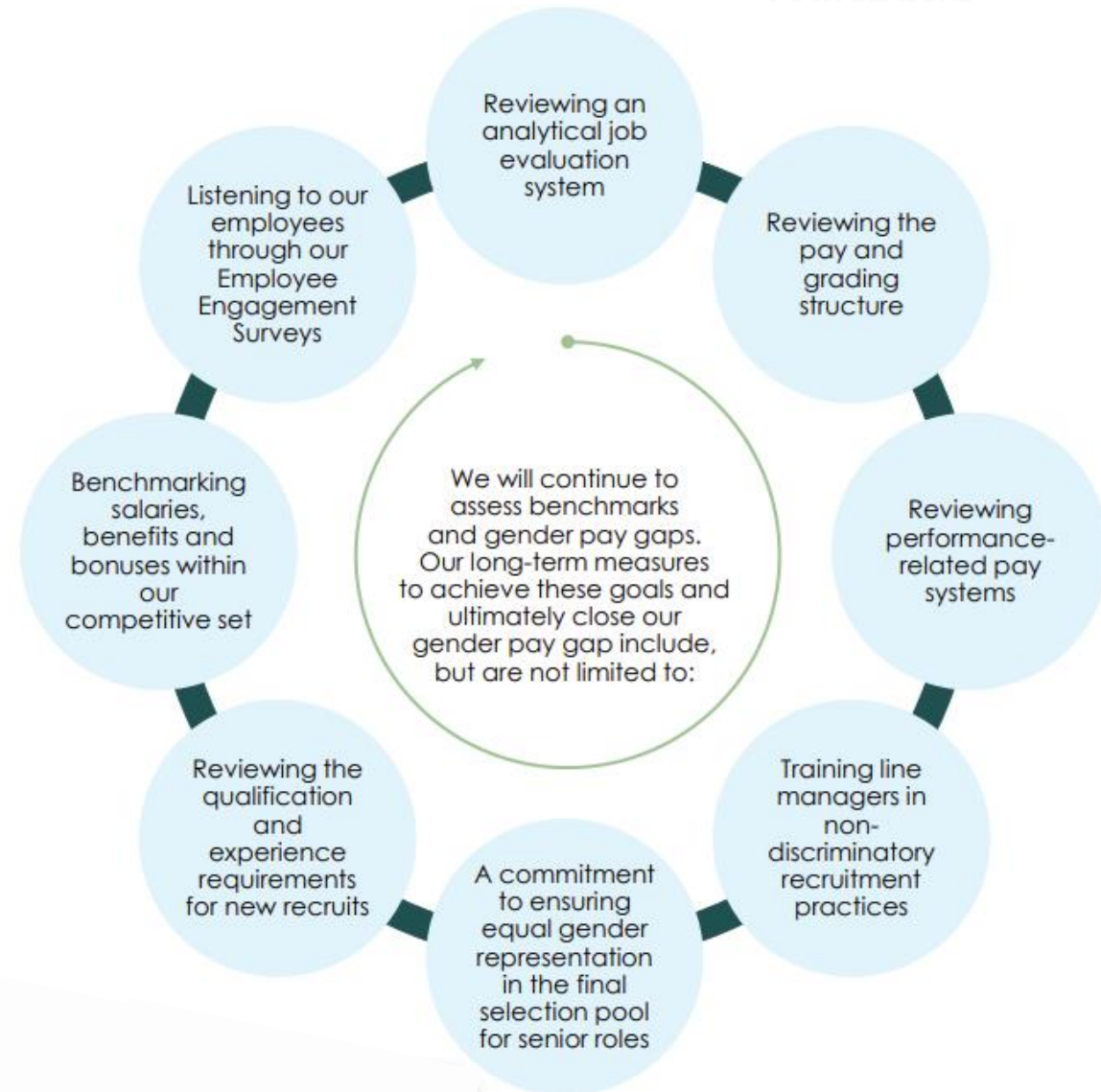
# CLOSING THE GAP

- We are committed to hiring and developing women in our businesses' management and executive positions. Some of the senior roles at Four Seasons Hotel Hampshire are held by women and we remain committed to the continued development of female talent across the business at all levels in order to ensure that we narrow gender pay gaps and bonus pay gaps in future years.
- Our focus is to continue to grow a diverse and inclusive culture at Four Seasons Hotel Hampshire in order to help us understand where we can make more changes to attract, grow and retain more diverse talent, in particular, recruiting a higher proportion of women into senior roles.





# CLOSING THE GAP



This data is available on the government website:  
<https://www.gov.uk/report-gender-pay-gap-data>.

These published metrics have been validated by the Director of People and Culture, Four Seasons Hotel Hampshire.