



FOUR SEASONS

# GENDER PAY GAP REPORT

Inn on the Park (London) Limited  
t/a Four Seasons Hotel, London at Park Lane



# 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. Although Four Seasons Hotel London at Park Lane 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 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.





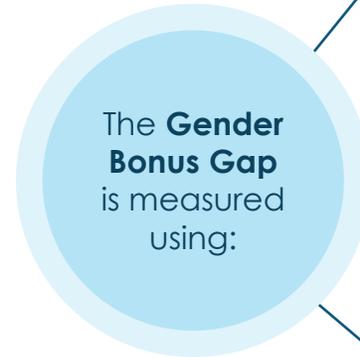
# HOW IS THE GENDER PAY GAP CALCULATED?

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

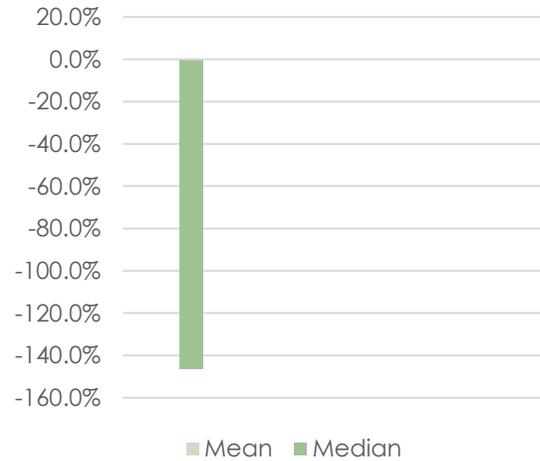


# GENDER PAY GAP AND GENDER PAY BONUS GAP

### Gender Pay Gap



### Gender Pay Bonus Gap



The proportion of **male** employees receiving a bonus is **28.2%**.

The proportion of **female** employees receiving a bonus is **33.1%**.

A higher proportion of female, over male, employees are awarded bonuses.

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.

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 those who may have been eligible but did not qualify for a payment. It also excludes individuals who may 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 quartile of our business is currently male dominated and not equally distributed. 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 Upper and Upper Middle Quartile, for males, in which we have a higher ratio of male workers than female workers in positions such as Revenue, Sales, Hotel Maintenance and Culinary.



# OBSERVATIONS FROM THE GENDER PAY GAP INFORMATION

- As 70% of part-time workers are female, the Gender Pay Gap Regulations adjust for hours worked by calculating the gap based on an hourly rate. However, part-time jobs tend to be lower paid than full-time jobs.
- Our Gender Pay Gap and Gender Bonus Gap will be influenced by the fact that more males than females hold mid-senior and high-paid roles in our business. While significant progress has been made in female representation at senior levels, men remain predominant in technical positions such as engineering and kitchen roles, which attract higher rates of pay than other roles at similar levels of seniority.
- We continue to focus on providing training and opportunities to support women in the early and middle stages of their career. Potential barriers to female career progression has been identified and eradicated.





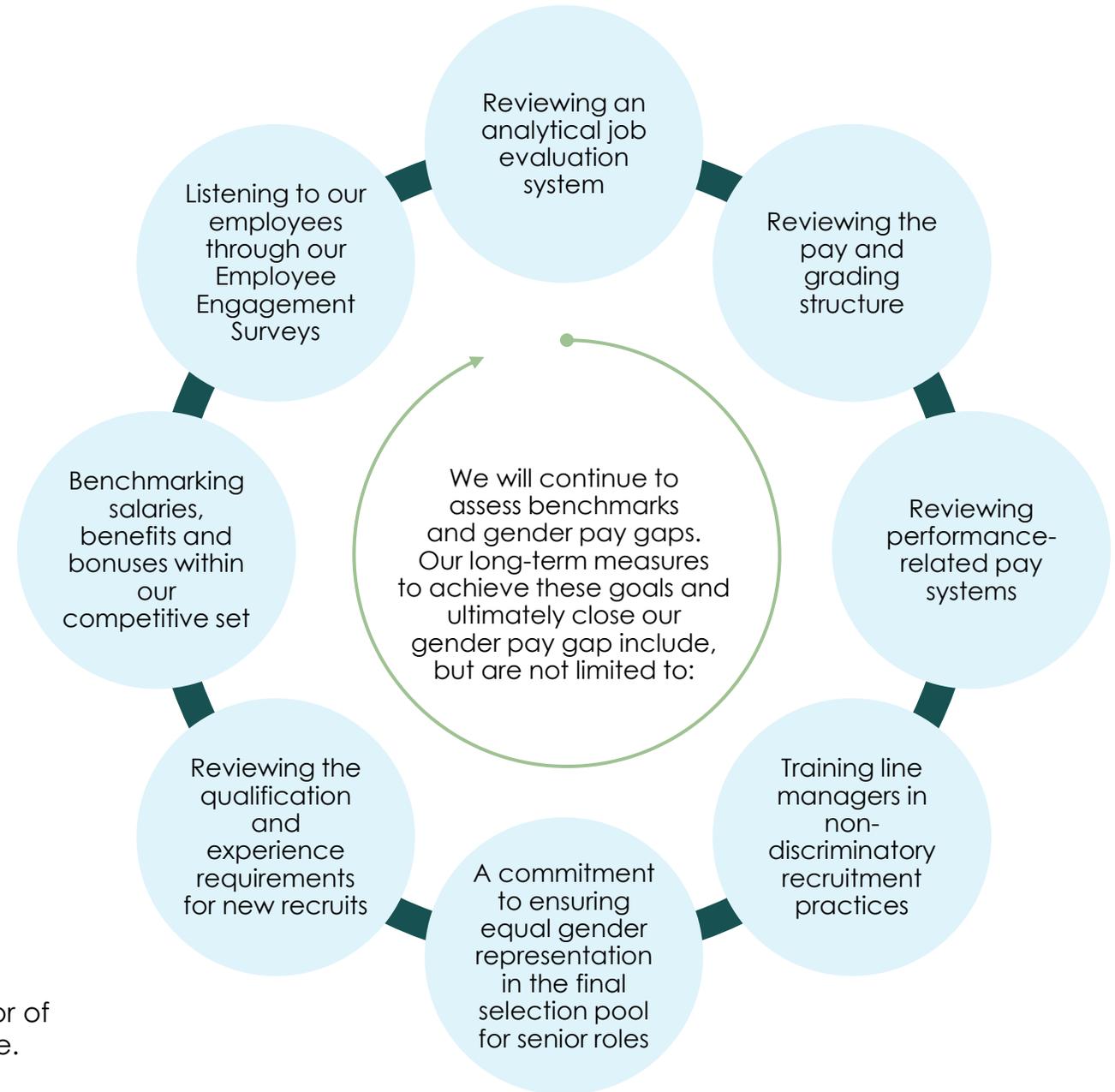
# CLOSING THE GAP

- We are committed to hiring and developing women in our businesses' middle management 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 London at Park Lane 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 London at Park Lane.