

# WATERGATE BAY

H O T E L

## 2018 GENDER PAY REPORT

The following narrative describes the gender pay gap at Watergate Bay Hotel, using the snapshot date of April 2018 as per the new reporting regulations.

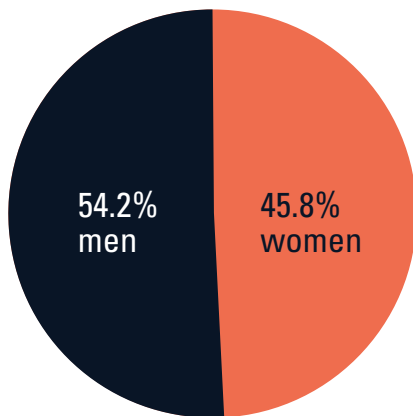
### OUR RESULTS

#### HOURLY RATE

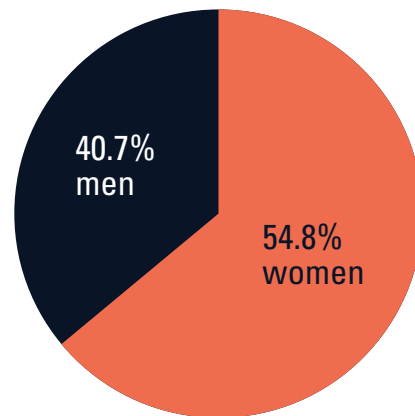
*Women's hourly rate is:*  
11.6% LOWER (mean) | 1.9% HIGHER (median)

#### PAY QUANTILES

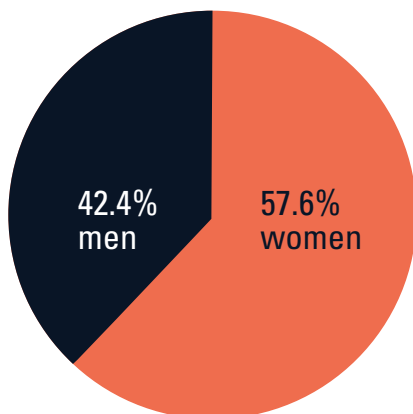
*Top quartile*



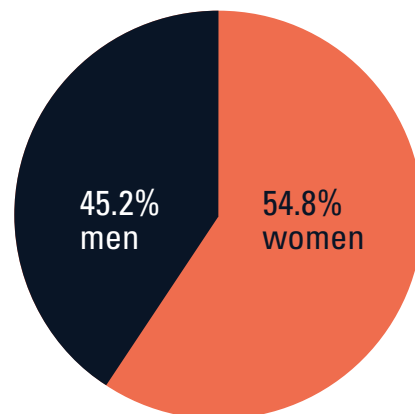
*Upper middle quartile*



*Lower middle quartile*



*Lower quartile*

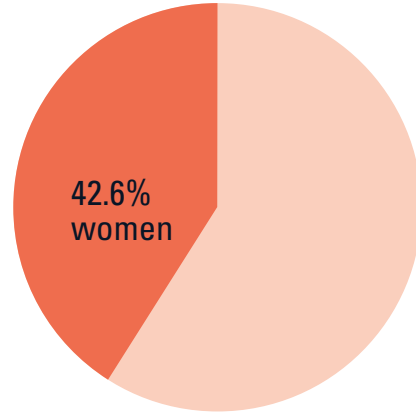
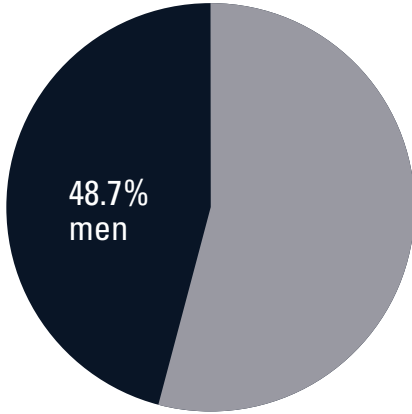


## BONUS PAY

*Men's bonus pay is*

56.8% higher (mean) | Men's bonus pay is the same as women's (median)

*Who received bonus pay*



## COMMENTARY

We are pleased that our gap for mean pay rates is significantly lower than the national average of 18%, with the median for women actually being higher than that of men. Our upper quartiles again show a very even distribution between the genders in our more senior roles.

We are determined to continue the growth and career development of all our staff regardless of gender, and look forward to posting these figures on an annual basis. We hope to see the gap decrease in coming years as we continue to grow our business and create more opportunities.

**CHRIS HUGO**  
COMMERCIAL DIRECTOR  
WATERGATE BAY HOTEL Ltd.