

WATERGATE BAY

H O T E L

2017 GENDER PAY REPORT

The following narrative describes the gender pay gap at Watergate Bay Hotel, using the snapshot date of April 2017 as per the new reporting regulations.

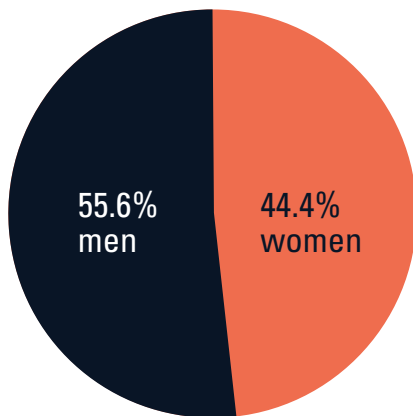
OUR RESULTS

HOURLY RATE

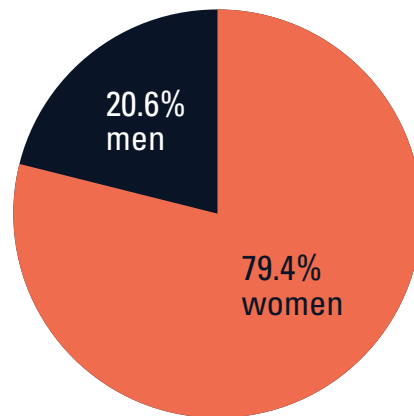
Women's hourly rate is:
11.0% LOWER (mean) | 3.3% HIGHER (median)

PAY QUANTILES

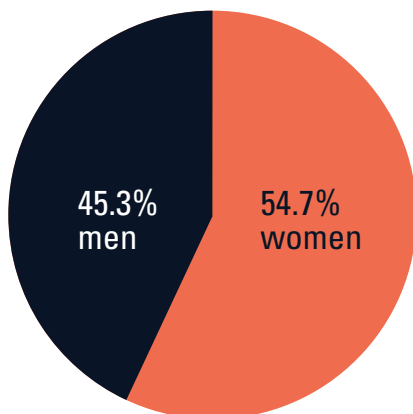
Top quartile



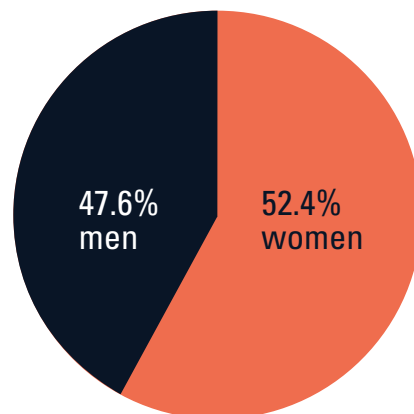
Upper middle quartile



Lower middle quartile



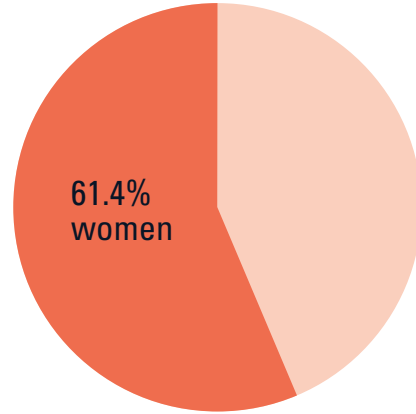
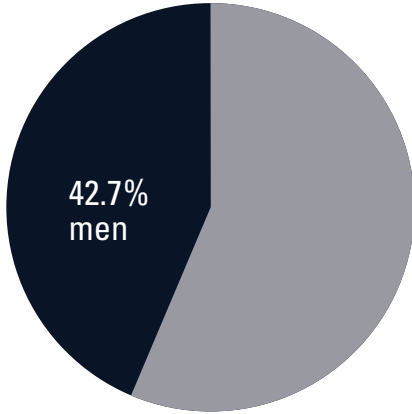
Lower quartile



BONUS PAY

Men's bonus pay is
57.8% higher (mean) | 30.0% higher (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 show a very even distribution between the genders in our more senior roles, but we would hope to see more women progressing from the upper middle quartile over the coming years to help even out the top quartile further.

The bonus pay gap is due to a higher proportion of staff who can earn performance related bonuses being men than women. But overall, the higher percentage of women receiving a bonus is a reflection of our staff retention in that gender over men.

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.