

# THE GLENEAGLES HOTEL – GENDER PAY GAP REPORT

Gleneagles is committed to equal opportunities in employment and recognises the growing demands on employees seeking to balance work and family responsibilities.

## The Gleneagles Hotel – Gender Pay Gap

<b>Mean pay gap</b>	2017	11%
	2018	8%
<b>Median pay gap</b>	2017	3%
	2018	1%
<b>Mean bonus gap</b>	2017	91%
	2018	80%
<b>Median bonus gap</b>	2017	77%
	2018	61%

At 8% our Mean pay gap is 3% down on the 2017 figure showing in the main we have a good balance across all roles. We have also made strides in decreasing the gap across all the metrics.

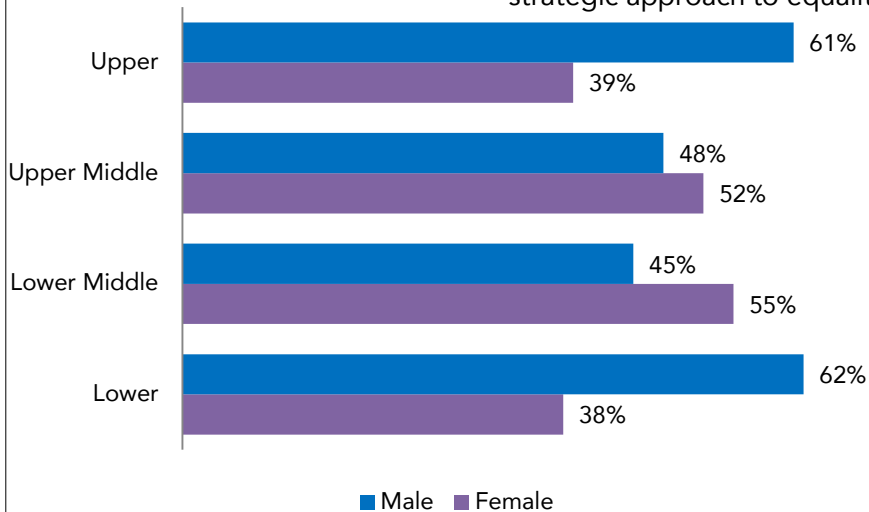
While we continue to make real strides in this area, and while we're proud that many of our senior management roles are occupied by women, we recognise there's room for improvement. We are continually reviewing our practices to ensure our hiring procedures and career

development opportunities support and reflect our strategic approach to equality and diversity.

## Percentage of Employees receiving a Bonus by Gender



## Pay Quartiles by Gender



We care for our people and recognise that they are our greatest asset. We want to ensure our workforce is diverse and inclusive and seek to provide job opportunities for everyone regardless of gender, age, background and nationality. We are committed to building an organisational culture which maximises individuals talents in order to deliver exceptional service to our customers. We recognise the importance of positive senior role models to inspire confidence and

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## Remuneration Policy

Gleneagles has a consistent approach to remuneration aimed at ensuring that all employees are paid fairly, based on the hotel's business performance and market conditions. The Leadership team, including HR, independently verify salary reviews and promotions to ensure consistency of approach across the business.

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## Enhanced Family Friendly Policies

Gleneagles offers an enhanced maternity package, which we believe reflects our commitment to providing a positive working environment and supports employees looking to balance employment with family responsibilities.

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## Flexible Working Options

Gleneagles values the importance of a work life balance and recognises the growing demands on employees seeking to balance work and family responsibilities. We offer a range of flexible working options to support our employees whilst continually striving to find new and innovative ways of flexible working.

## Summary

In summary, we remain committed in continuing to take positive action to close the pay gap within our business and industry.

We will continue to focus on encouraging, supporting and developing the progression of all our employees regardless of ethnicity, gender, age, disability, religion or sexual orientation. Building their confidence and helping them reach their full potential will continue to be at the heart of our culture.

## Our Values

