



HMSHost UK Ltd Gender Pay Gap Report 2017

Gender Pay Gap legislation introduced in April 2017 requires all employers of 250 or more employees to publish their gender pay gap as of 5th April 2017. The gender pay gap is the difference between the average earnings of men and women, expressed relative to men's earnings.

At HMSHost UK we believe in transparency- One of our company values is 'Be Open'- and we welcome the legislation which encourages every business to identify areas where we can do better, and to work towards eliminating the gender pay gap altogether.

To find out more, please find our gender pay gap report below. I confirm that the Gender Pay data provided for HMSHost UK Ltd below are accurate and have been produced in accordance with the guidelines.

A handwritten signature in black ink that reads 'Kimberly DeMello'.

Kimberly DeMello
Human Resources Director International
April 2018

Gender pay gap information

The below shows our mean and median gender pay gap data, as of the 5th April 2017.

Mean Gender Pay Gap **6%**

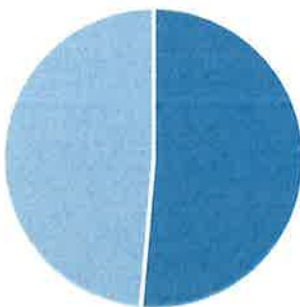
Median Gender Pay Gap **0%**

We're confident that as a company we pay equally for the same role and that our median gap of 0% reflects this. We have clear, gender neutral pay scales which reflect the responsibilities of each role.

Quartile information

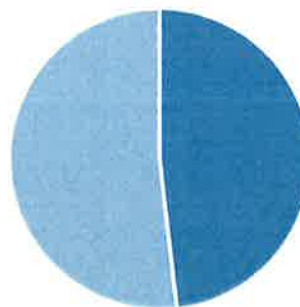
The below shows the gender balance at each level of our organisation, as of the 5th April 2017.

Upper Quartile



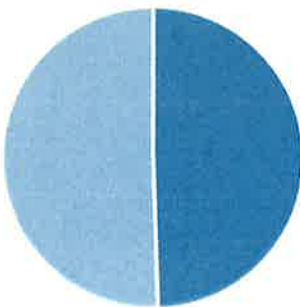
■ Men ■ Women

Upper Middle Quartile



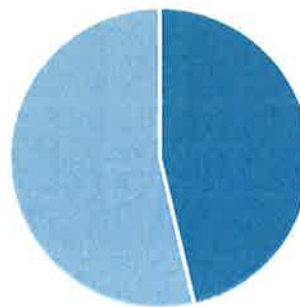
■ Men ■ Women

Lower Middle Quartile



■ Men ■ Women

Lower Quartile



■ Men ■ Women



We are pleased to be able to offer a very flexible working environment due to the nature of our business which is shift based for the majority of our teams, however our most flexible roles tend to sit within the lower 3 quartiles, of which women make up a larger percentage. This is something we are keen to address by ensuring we adopt the same approach to flexibility within the most senior roles in our organisation. This will enable us to work towards combating some of the socio-economic reasons behind the pay gap such as women taking on childcare commitments.

Bonus pay gap information

The below shows our mean and median bonus pay gap data, as of the 5th April 2017.

| | | |
|--------------------------|------|--------|
| Mean Bonus Gap | 31% | |
| Median Bonus Gap | 21% | |
| Bonus Proportions | | |
| | Male | Female |
| | 2% | 1% |

Our bonus scheme is available for senior salaried management and our bonus policy outlines the grades at which a bonus may be awarded, and the maximum amount which may be achieved. As we have a robust policy in place which is gender neutral, the bonus gap that we are reporting is a result of the organisation's structure rather than any inequality in the same role.

To give context, it is worth noting that the proportion of our company who received a bonus is very small (12 people). As such the data can be easily skewed by a small number of individuals rather than reflecting any gender bias in our bonus awards.

Summary

As a company we are committed to maintaining our diverse workforce, which is what gives us an edge in a hugely competitive industry. We are currently reviewing our recruitment processes and adopting new channels to source talent which will enable us to reach out to even more people, offering flexibility and progression to all. We must also work towards a culture of openness where we can support women to achieve their full potential and to apply for senior roles within or business.

