

Jupiter Hotels Limited: Gender Pay Gap Report

Introduction

At Jupiter Hotels Limited we believe in promoting fairness, equality and diversity amongst our workforce. Overall, our workforce consists of an encouraging ratio of 46% males / 54% females, which reflects minimal change from last year's (April 2022) 45% males / 55% females. This we believe demonstrates our continued commitment to these values, as well as the transparency of publishing our gender pay gap information. We operate a number of unique Hotels across the UK, including business hotels, city centre and seaside locations with a range of facilities, superb meeting and wedding facilities and Feel-Good Health Clubs and gyms within many of our properties.

Gender Pay Gap Data

The positive mean and median gender gap indicate the average pay for males is higher than the average pay for females across the business. The gap in median pay has narrowed significantly compared to last year's 3.7%.

Pay Quartiles by Gender Data

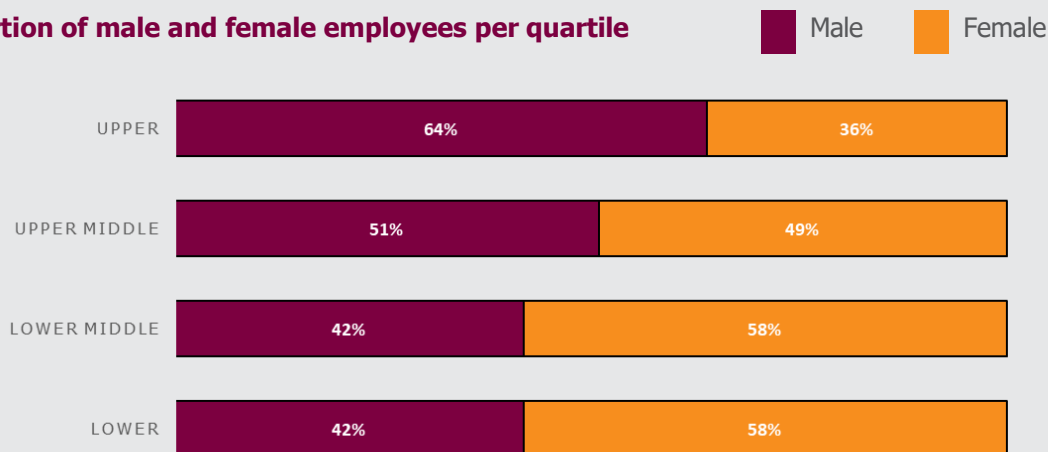
This data shows our male / female split within four pay bands. The data indicates some success in that the percentage of females in the upper middle quartile has increased from April 2022, whilst also decreasing and therefore balancing in the lower middle quartile.

Pay Gaps

Mean pay gap **7.9%**

Median pay gap **2.2%**

Proportion of male and female employees per quartile



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Gender Bonus Gap Data

Demonstrates the differences in mean and median bonus pay between men and women who received bonus pay in the reporting year.

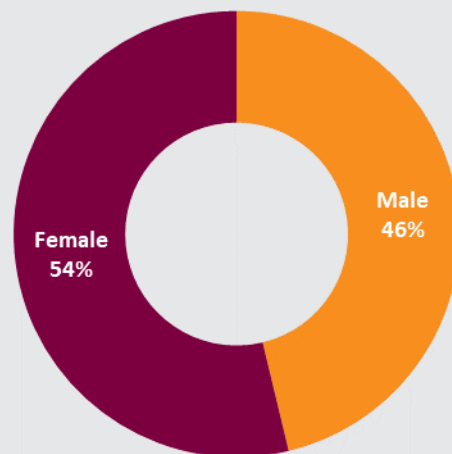
There is a significant difference in mean and median bonus figures as compared to last year and between women and men with proportionately more woman receiving a bonus than men, at a lower level. Given that this year, the higher bonus-earning potential opportunity available for the more senior roles - in which there is an imbalance of representation of females to males – was more limited, this meant that a much larger proportion of bonuses earned were in middle-management to junior level job roles where there are a higher number of females than males.

Bonus Gaps

Mean rate gap **-33%**

Median rate gap **0%**

Bonus Proportions



Statutory Disclosure

This document has been published in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. These results have also been published as required on the Gov.uk website. All data provided is accurate as at 5 April 2023 and was calculated independently by Fourth Payroll Solutions.