

## Gender Pay Gap Report

Data as of April 2017

The gender pay gap should not be confused with Equal Pay regulations which demand all staff performing equal duties receive equal pay. Gender pay gaps exist as a result of the proportions of men and women in different roles with different levels of responsibility. It is perhaps an indicator of fewer women in top management positions, but Lake District Hotels is happy to report that two of our three directors are female.

Lake District Hotels does not discriminate on gender or any other grounds. Our recruitment and promotion policy is based solidly on the ability of the individual. Our mean gender pay gap is 10.14% which compares to the UK national average of 18.4%, and our median pay gap (ie the mid point if all our different pay rates were listed) is just 4.62%.

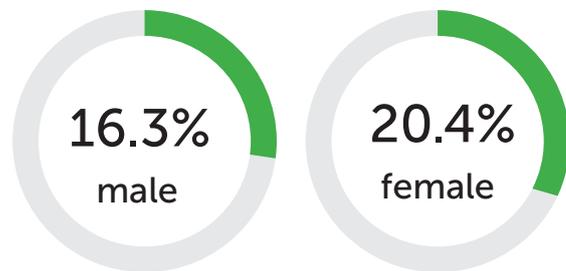
We have two different bonus systems, a monthly awarded operational bonus and an annual bonus on overall results achieved. Although we have equal numbers of females and male staff receiving a bonus, there are more females in the former and more males in the latter which results in a mean bonus pay gap of 175.66%.

Although the bonus pay gap is a high percentage it has to be looked at in the context that bonuses do not form a significant part of the recipients total salary. To illustrate this, if bonuses were excluded from the pay gap calculations, mean pay gap would reduce only slightly from 10.14% to 9.68% and median pay gap would reduce from 4.62% to 4.40%.

### Gender pay gap

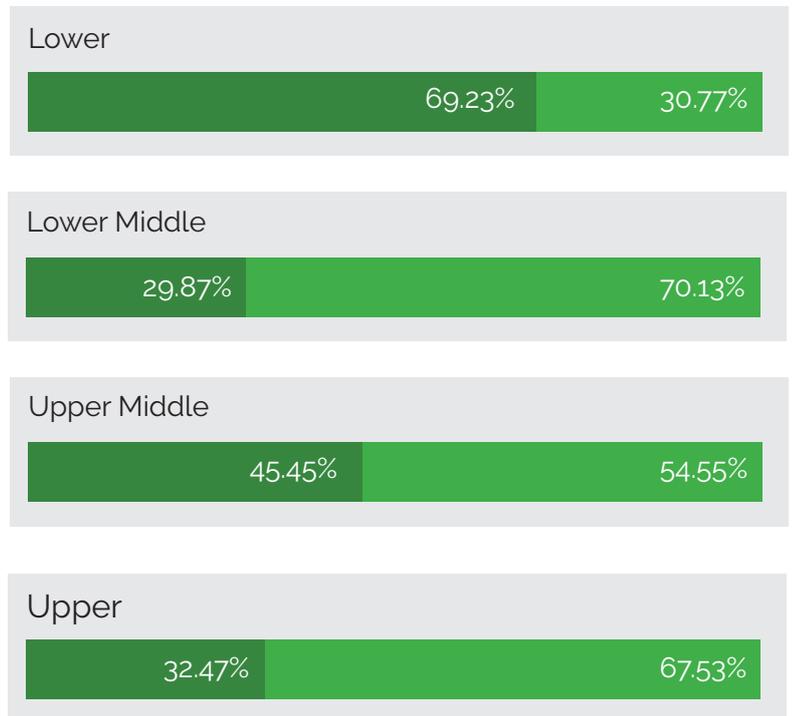
Mean pay gap **10.14%**  
Median pay gap **4.62%**  
Mean bonus gap **175.66%**  
Median bonus gap **152.87%**

Percentage receiving a bonus:



### Pay quartiles by gender

Female Male



Signed for and behalf of Lake District Hotels  
**Charles Graves, Director - Lake District Hotels**