

# LAKE DISTRICT HOTELS

## Gender Pay Gap Report

Data as of April 2023

The Gender Pay Gap should not be confused with the 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.

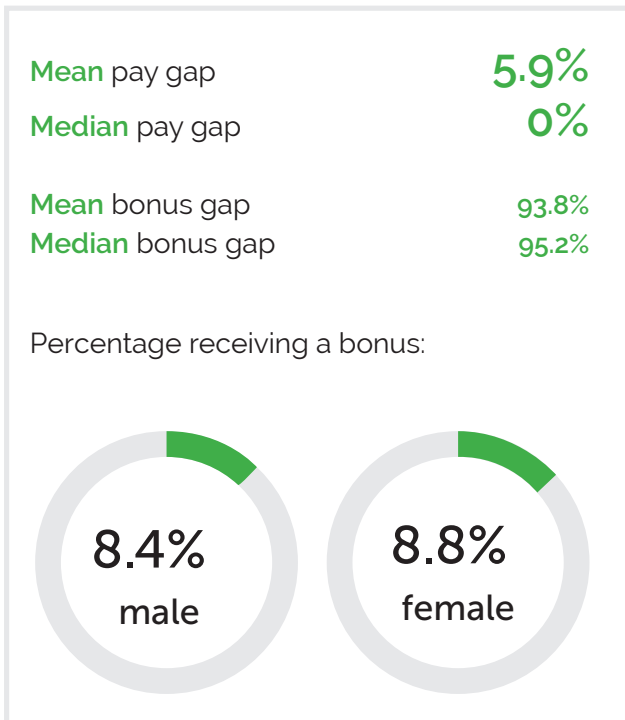
The basis of Gender Pay Gap calculation is a snapshot of the earnings of Full Pay Relevant Employees in the pay period at 5th April 2022. This gender pay gap report is once again based on the full number of employees following a number of years where the report was impacted by furlough, and as such the mean and median pay gaps on this report are more representative of normal working conditions.

The mean pay gap for 2022 is 5.9% which is lower than the national average of 8.3% published by the Office of National Statistics and has fallen in comparison to previous years.

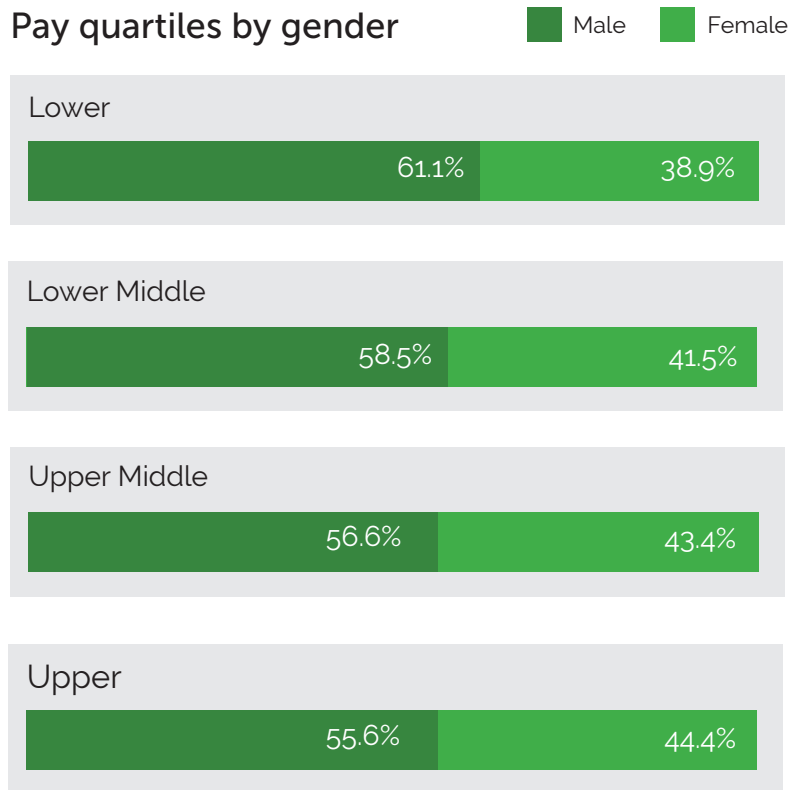
It remains the position that although the differences between mean and median bonus pay are significant, the disparity can be explained by the different nature of bonus's received within the period. Overall, bonus's do not form a large part of total pay which is evidenced by the low overall pay gap.

Lake District Hotels Ltd. does not discriminate on gender or any other grounds. We re-affirm our recruitment, remuneration and promotion policy which is based solely on the ability of the individual regardless of gender.

### Gender pay gap difference



### Pay quartiles by gender



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