

LAKE DISTRICT

HOTELS

2018 Gender Pay Gap Report

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.

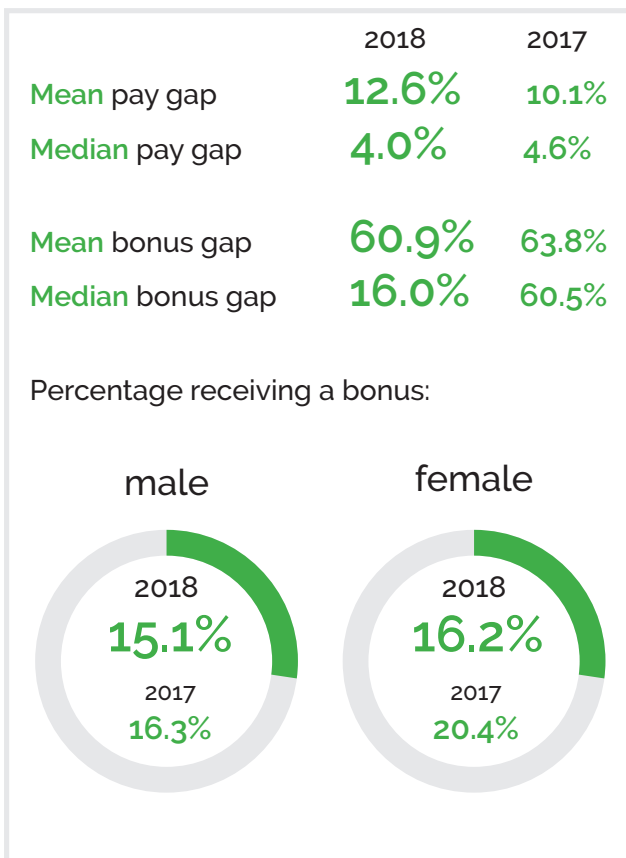
The figures indicate that the Gender Pay Gap has worsened in 2018 with the difference in mean hourly rates widening by 2.5%. When ranked by hourly rates, the top quarter of our employees who are male has increased from 67.5% to 72.0% while in the bottom quarter the female percentage has increased from 69.2% in 2017 to 76.8% in 2018.

There is a fall in the Median Bonus Gap compared to the Mean Bonus Gap because, of the 16% of males receiving a bonus, there has been an increase in the number males receiving lower bonuses and fewer males receiving the highest bonuses.

It remains the position that although the mean bonus gap of 60.9% is high, in fact bonuses are a small part of total remuneration and they have little effect on the overall pay gap.

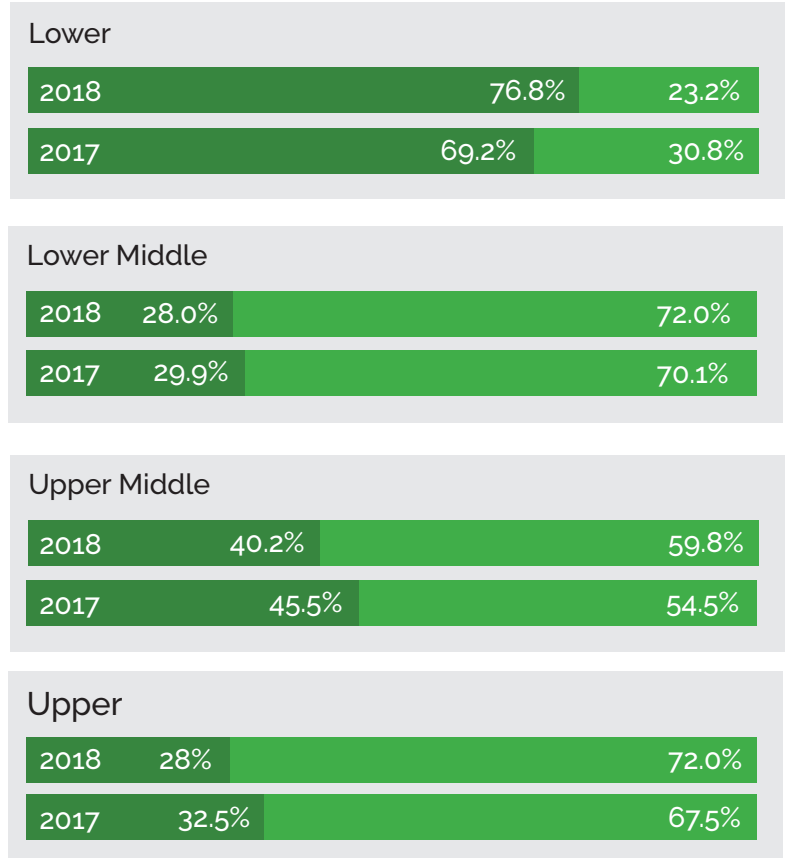
The Gender Pay Gap in 2018 has worsened slightly but Lake District Hotels Ltd. does not discriminate on gender or any other grounds. We re-affirm our recruitment, remuneration and promotion policy which is based solely on the ability of the individual regardless of gender.

Gender pay gap



Pay quartiles by gender

Female Male



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