

Gender Pay Gap Report 2024

HMSHost UK is committed to gender equality and balance at all levels. As part of our International Diversity, Equal Opportunity and Inclusion Strategy we monitor our gender pay gap, and set out our findings in this report.

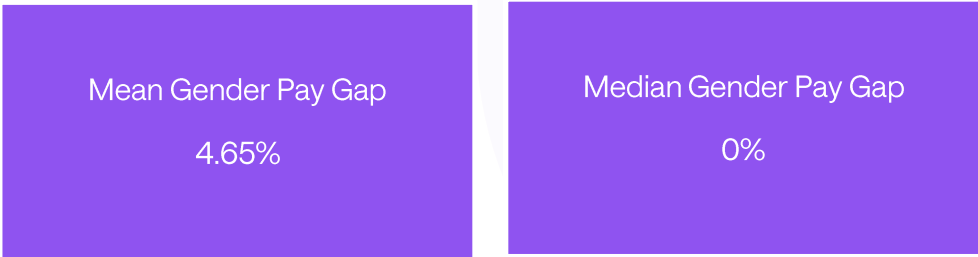
Our Gender pay gap reduced since our last report and remains significantly lower than the UK National Gender Pay Gap as reported by the Office for National Statistics. We can always do more to further reduce this gap, and are committed to progress in this area. To find out more, please find our gender pay gap report below.

I confirm that the Gender Pay data provided for HMSHost UK Ltd below is accurate and have been produced in accordance with the guidelines with a data snapshot date of 5th April 2024.

Claire Wicks
HR Director
April 2025

Gender Pay Gap information

The below shows our mean and median gender pay gap data, as of the 5th April 2024



Our mean pay gap has reduced vs previous reporting year and the median gap is now zero. Our gender pay gap remains significantly lower than the UK National Gender Pay Gap as reported by the Office for National Statistics.

We continue to operate clear gradings for all of our roles, ensuring that salaries are paid based on the responsibilities of each role regardless of gender.

Pay Quartile information

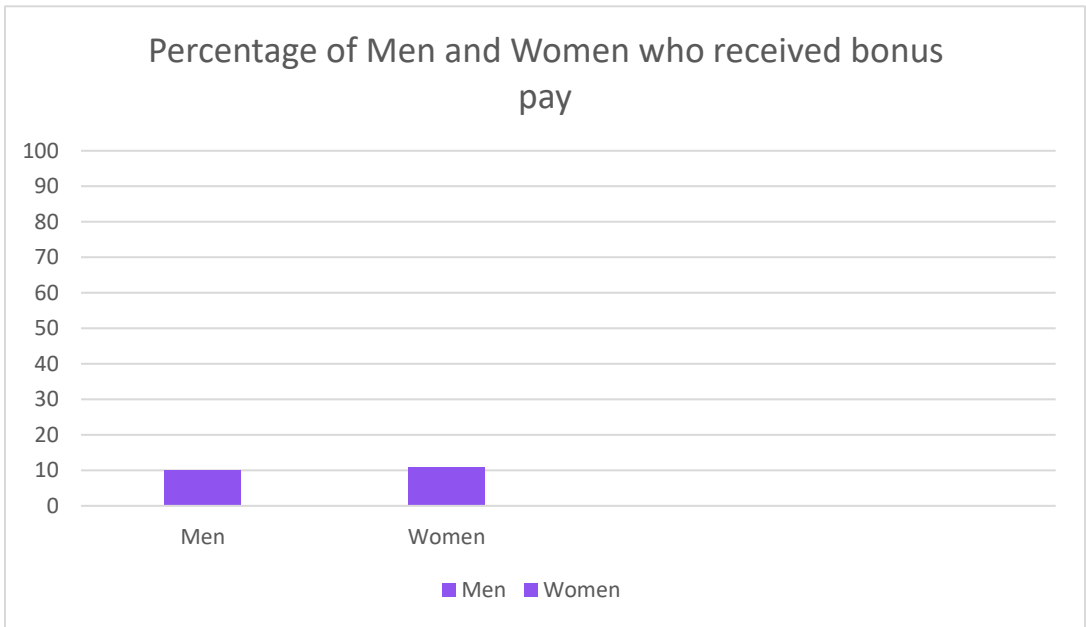
The below shows the gender balance at each level of our organisation, as of the 5th April 2024. We are pleased to see an increased representation of women in the Upper quartile.

Employee population by pay quartile

Quartiles	Men	Women
1. lower hourly pay quarter	57.6%	42.4%
2. lower middle hourly pay quarter	48.9%	51.1%
3. upper middle hourly pay quarter	55.4%	44.6%
4. upper hourly pay quarter	47.9%	52.1%

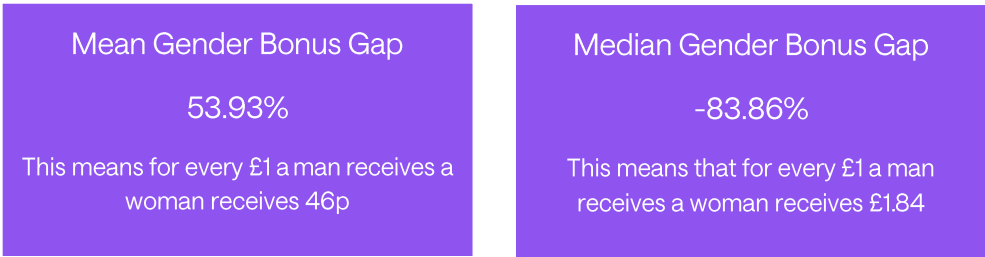
Bonus Pay Gap data

The below shows the proportion of persons receiving bonus pay, as of the 5th April 2024. The percentage of employees entitled to bonus is small compared to overall population and remains balanced between men and women.



Bonus pay gap information

The below shows our mean and median bonus pay gap data, as of the 5th April 2024



The HMSHost bonus policy sets out clearly which grades are eligible to enter the bonus scheme, and the maximum amount which may be achieved. This supports a fair and robust bonus structure which rewards based on role and company financial performance rather than gender.

To properly interpret the bonus statistics, it is important to acknowledge that our senior management bonus scheme is limited to a small segment of the overall workforce. Additionally, as per the reporting guidelines, the bonus data includes certain ad hoc payments, such as those related to initiatives like the 'refer a friend' recruitment incentive. Given the narrow scope of the bonus scheme and the inclusion of these ad hoc payments, the data may not fully reflect the organisation's broader policies. Therefore, drawing meaningful conclusions from these statistics is challenging without a more detailed, individualised analysis, which falls outside the scope of this report.

Summary and commitments

Diversity, Equality and Inclusion is a key pillar of our overall company strategy and informs decisions in every area.

Our Diversity, Equality and Inclusion vision is to have an inclusive and supportive workplace that enables us to attract and retain a diverse workforce that represents our customers and community. We believe that this diversity, equality and inclusion is key to ensuring we maintain our reputation as an employer of choice.

Key actions taken in 2024 to support gender pay equality:

- ✓ Continued Training and Awareness – Our modules on an inclusive workplace continue to ensure all employees are aligned to our commitment in this area
- ✓ Policy Enhancements – Our Equal Opportunities Policy remains a core part of our commitment to gender equality. In addition, we have continued to actively embed policies that support women in the workplace, such as flexible working arrangements and menopause support.
- ✓ Career Development Initiatives – We continue to encourage and support women in progressing into senior, higher-paid roles within the company with an 'internal first' approach and the introduction of new management training.
- ✓ Commitment to Fair Pay Structures – Our salary grading and banding structure ensure that employees operating in similar roles are paid consistently, regardless of gender.

Our latest report reflects meaningful progress and we remain committed to sustaining this positive trend and ensuring equal opportunities for all employees at HMSHost UK.