

GENDER PAY GAP DATA - GALMONT

Overall **mean** gender pay gap for all employees based on hourly pay

15.49%

Mean gender pay gap for part-time employees based on hourly pay

12.34%

Mean gender pay gap for temporary contractors based on hourly pay

-23.43%

Mean gender pay gap bonus pay

69.23%

Overall **median** gender pay gap for all employees based on hourly pay

14.22%

Median gender pay gap for part-time employees based on hourly pay

14.52%

Median gender pay gap for temporary contractors based on hourly pay

-10.47%

Median gender pay gap bonus pay

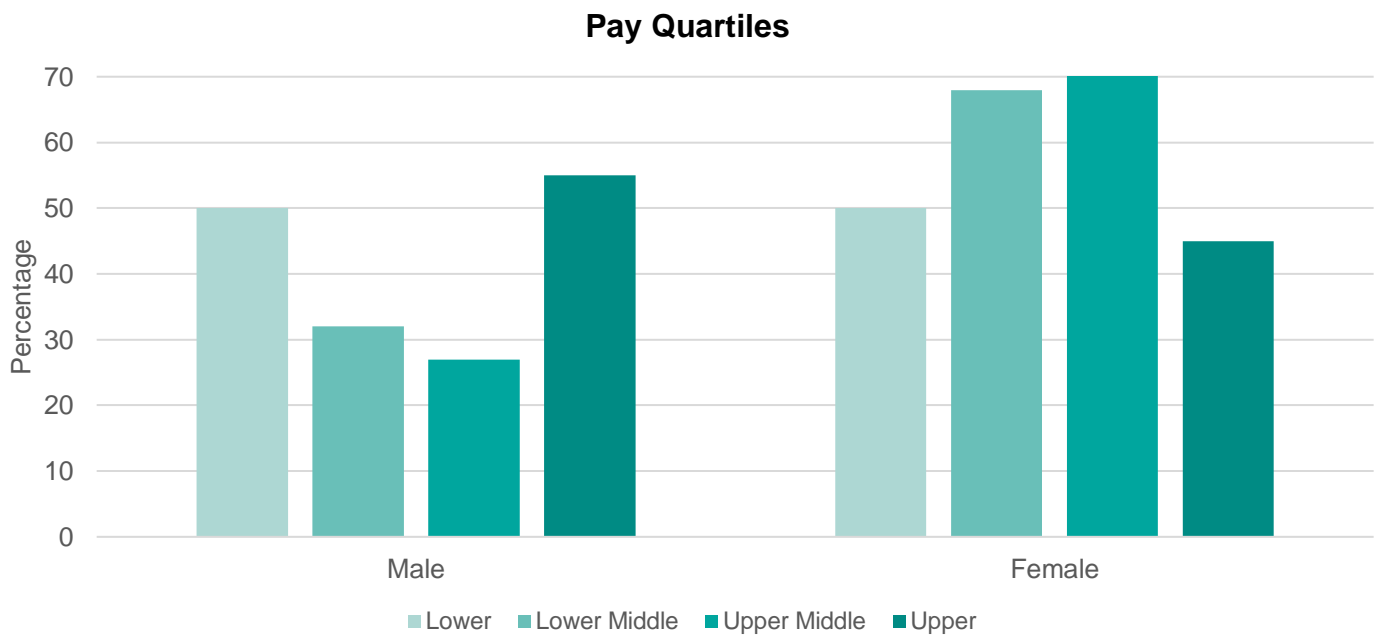
-33.33%

	Male	Female
Percentage of employees who received a bonus	4.76%	2.68%
Percentage of employees in receipt of BIK	0%	0%

PAY QUARTILES

Percentage of employees in each pay quartile

	Lower	Lower Middle	Upper Middle	Upper
Male	50.00%	32.00%	27.00%	55.00%
Female	50.00%	68.00%	73.00%	45.00%



Challenges

- Recruitment of either gender into roles traditionally held by either men or women is a challenge emanating from senior biases.
- The Galmont Hotel requires teams to work 'anti-social' times. This type of output is a core element of what The Galmont Hotel does and is unlikely to change.

Actions

- The Galmont Hotel will continue with best practice recruitment procedures in place whereby gender is not a factor
- The Galmont Hotel will ensure flexibility continues as an option for all employees across all workplace levels.
- Flexibility that The Galmont Hotel offers its workforce is a key benefit for our employees and will continue to mean that those who avail of reduced working hours may feature more in the lower paid quartiles.
- The Galmont Hotel continues to monitor and ensure we maintain our zero to low gender pay gap.