

GENDER PAY GAP DATA - GALMONT

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

13.04%

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

0%

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

12.87%

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

0%

Median gender pay gap for temporary contractors based on hourly pay

-10.47%

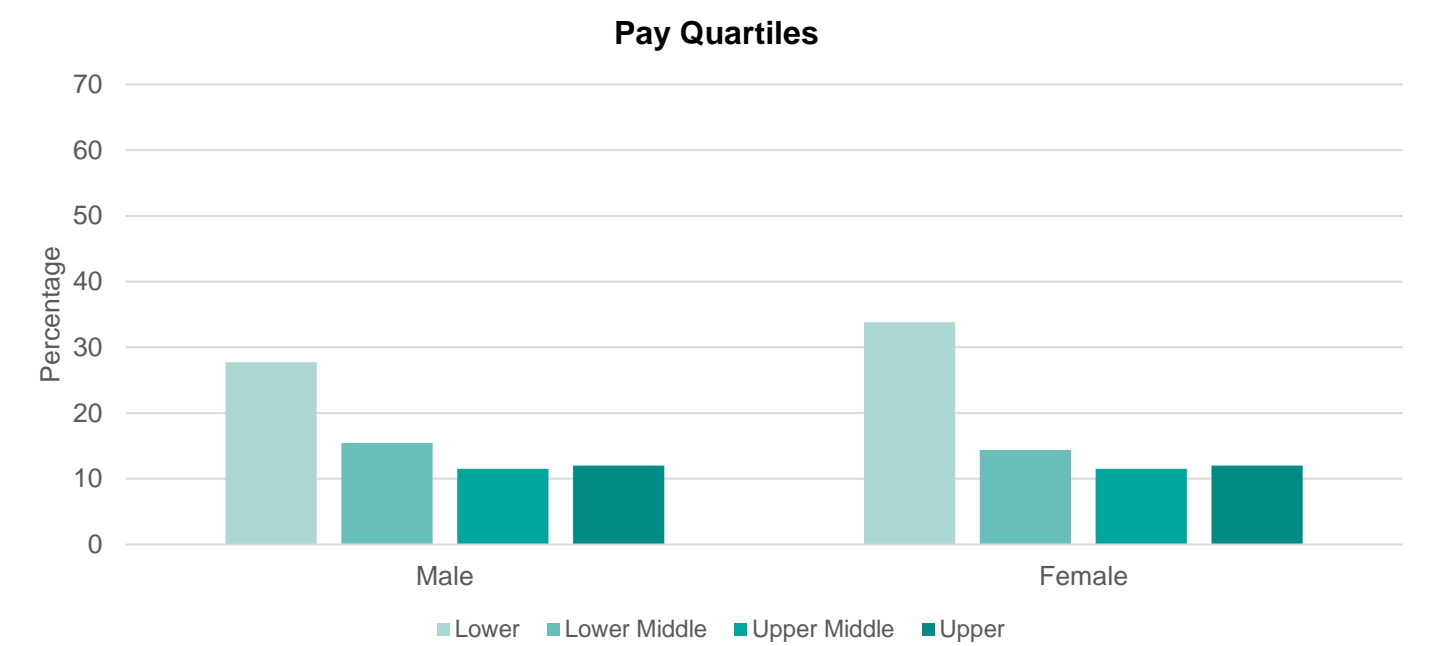
Median gender pay gap bonus pay

-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

	Lower	Lower Middle	Upper Middle	Upper
Male	27.75%	15.46%	11.5%	12%
Female	33.8%	14.4%	11.5%	12%



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.