

GENDER PAY GAP DATA - INTERCON

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

1.7%

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

-8.71%

Mean gender pay gap for temporary contractors based on hourly pay

-5.39%

Mean gender pay gap bonus pay

-43.51%

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

0.20%

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

1%

Median gender pay gap for temporary contractors based on hourly pay

-1.00%

Median gender pay gap bonus pay

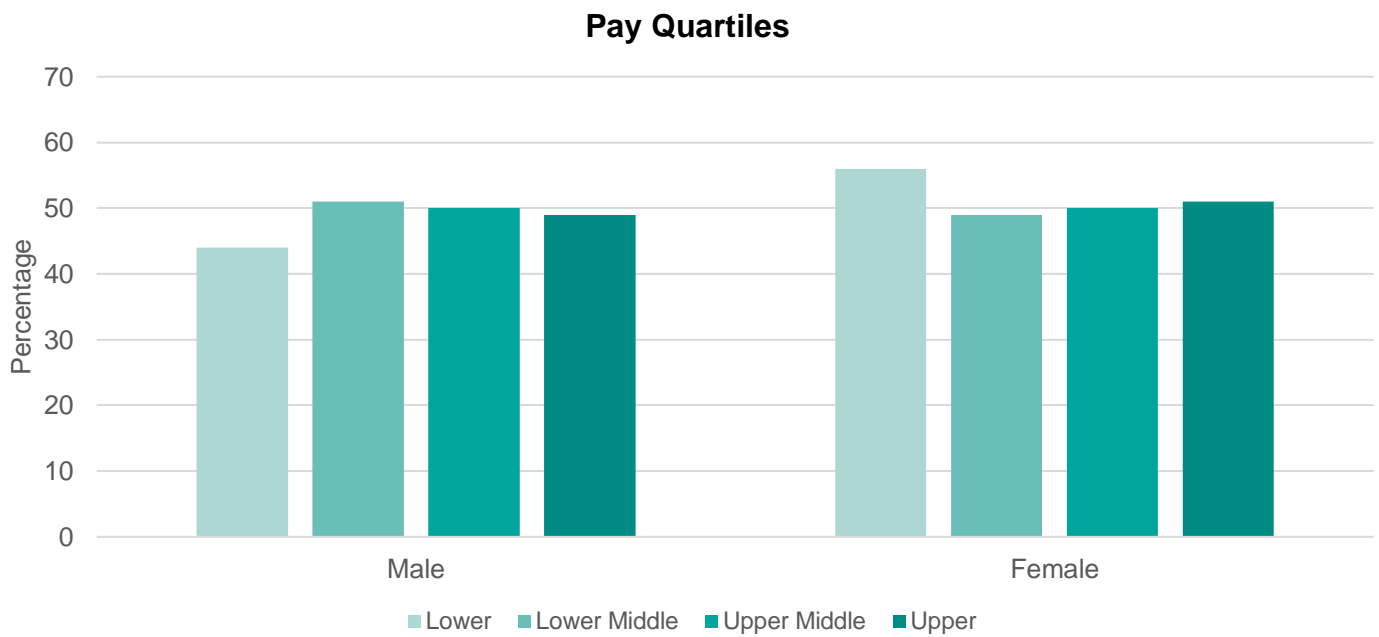
58.33%

	Male	Female
Percentage of employees who received a bonus	2.90	5.51
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	44.00%	51.00%	50.00%	49.00%
Female	56.00%	49.00%	50.00%	51.00%



Challenges

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

Actions

- InterContinental Hotel will continue with best practice recruitment procedures in place whereby gender is not a factor
- InterContinental Hotel will ensure flexibility continues as an option for all employees across all workplace levels.
- Flexibility that InterContinental 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.
- InterContinental Hotel continues to monitor and ensure we maintain our zero to low gender pay gap.