

THE RITZ LONDON - GENDER PAY GAP REPORT

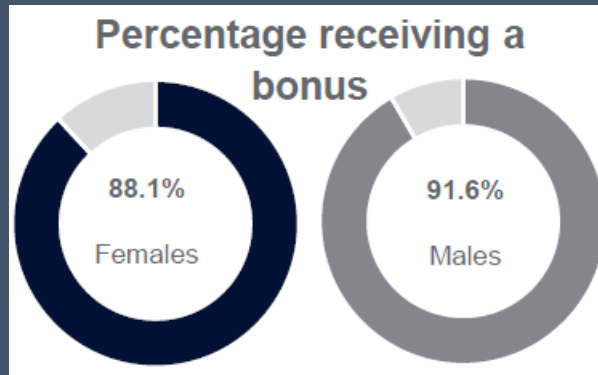
Calculated in accordance with The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. Data as of 05 April 2024.

Results produced for The Ritz London by  RSM

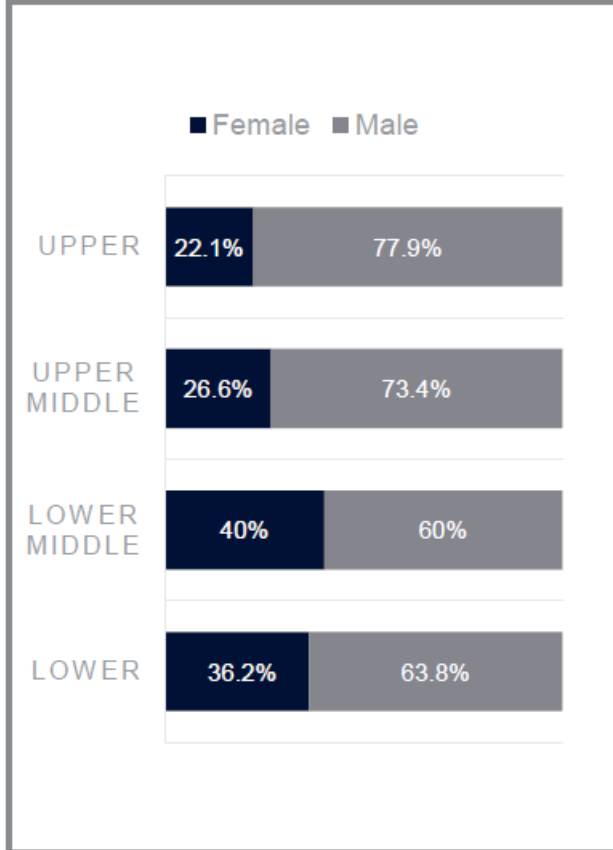


The Ritz London gender pay gap:

Mean pay gap	8.9%
Median pay gap	6.5%
Mean bonus gap	14.9%
Median bonus gap	11.1%



Pay quartiles



At The Ritz London, we are committed to fostering a fair and inclusive workplace where all colleagues are recognised and rewarded for their contributions. As part of our ongoing efforts to close the gender pay gap, we are pleased to report an improvement in the percentage of women receiving a bonus.

This progress reflects our dedication to equitable reward structures and inclusive policies that ensure all colleagues have equal opportunities for recognition. While we acknowledge that there is still work to be done, this positive shift reinforces our commitment to closing the gender pay gap and creating a workplace where talent and achievement are valued equally.

We will continue to review and refine our approach, ensuring that our compensation practices support fairness, inclusion, and long-term progress toward pay equity.



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Snapshot Date	05 April 2024	05 April 2023	05 April 2022	05 April 2021	05 April 2020	05 April 2019
Mean Pay Gap	8.9%	5.4%	8.9%	6.7%	10.4%	12.9%
Median Pay Gap	6.5%	2.6%	3.5%	5.3%	6.6%	13.2%

At The Ritz London, we recognise that gender pay gap figures may fluctuate from year to year due to various factors, including workforce composition and industry trends. However, when viewed over the longer term, we are encouraged to see signs of improvement in mean pay gap from 12.9% in 2019 to 8.9% in 2024 and median pay gap from 13.2% in 2019 to 6.5% in 2024.

Our commitment to achieving pay parity at all levels of the business remains unwavering. We continue to take proactive steps to foster a fair and inclusive workplace, ensuring that our policies, practices and reward structures support long-term equity. While there is still progress to be made, these positive trends reinforce our dedication to closing the gender pay gap and creating a truly inclusive environment where all colleagues are valued and rewarded fairly.



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Our commitment to closing the gender pay gap

- At The Ritz London, we are committed to creating a workplace where women have equal opportunities to succeed, progress, and be rewarded fairly. As part of our ongoing efforts to close the gender pay gap, we conduct annual pay reviews and benchmarking to ensure fairness and transparency across all roles. This commitment has led to a significant improvement in our gender pay gap bonus figures this year compared to previous years.
- While we recognise that figures may fluctuate year on year due to various factors, we are encouraged by the longer-term trend – over the past five years, we have seen steady progress toward reducing the gender pay gap. We remain focused on achieving pay parity at all levels of the business and ensuring that women have equal access to career advancement, recognition and financial rewards.

Strengthening our approach to inclusion and career progression for women

- **Career development for women** – we are investing in leadership development, recently launching a Leadership Elevation Series programme in 2024 which is a 5-module leadership programme. 56% of graduates to-date are women.
- **Inclusive recruitment practices** – we have reviewed all job descriptions to ensure gender-neutral language and have delivered training for all hiring managers to remove any bias from recruitment and promotion decisions. Additionally, we offer interview questions in advance to support neurodivergent candidates and for whom English is a second language.
- **DEI strategy and business alignment** – we have appointed a DEI consultant who will lead a ‘getting to know you’ workshop, reviewing our business strategy, people strategy, organisational values, ESG commitments, workforce demographics, engagement scores, and existing training. We will ensure our approach supports the advancement of women in our workplace. We have successfully delivered workshops to our senior leadership and management teams in the business. Our next step, which is already in place, is to extend these sessions to supervisory and line-level colleagues. This will then enable us to introduce DEI ambassadors and focus groups, further reinforcing the importance of inclusion across our business.



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Supporting women's health and wellbeing in the workplace

- **Expanded wellbeing initiatives** – in 2025, we have launched a series of wellbeing workshops, including dedicated sessions on women's health, menopause, and work-life balance.
- **Health cash-back plan** – we have introduced a health cash-back plan that support's women's health, family care, and overall wellbeing.
- **Enhanced family-friendly policies** – we continue to review our maternity, paternity and flexible working policies to ensure women have the support they need to balance career progression with family life.

Our continued commitment

- We recognise that closing the gender pay gap requires sustained effort, accountability, and meaningful action. While progress has been made, we remain focused on driving long-term change to ensure that all women at The Ritz London can succeed, advance, and be rewarded fairly at every stage of their careers.

"I am pleased to share that The Ritz London's Gender Pay Gap figures reflect positive progress, which is encouraging. However, we remain committed to continuous improvement, as diversity and inclusion are core to our values.

We pledge to actively review how we can attract, support, and retain more women within our business, ensuring they have the opportunities and support to progress into senior roles and leadership positions".

I can confirm this published information is accurate:

General Manager



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