

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 2025.

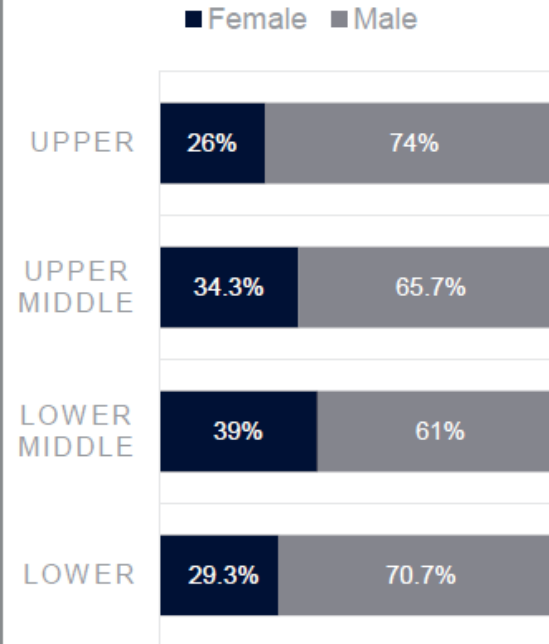
Results produced for The Ritz London by  RSM



The Ritz London gender pay gap:

Mean pay gap	5.5%
Median pay gap	2.6%
Mean bonus gap	25.2%
Median bonus gap	0%

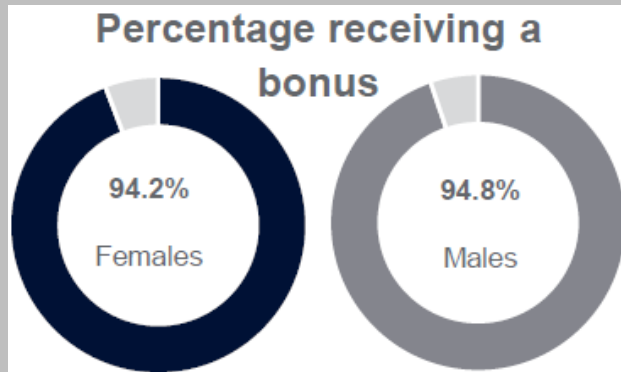
Pay quartiles



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 pay gap for women, and report complete equality in the median bonus gap.

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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Registered in England No.00064203 VAT Registration No. GB 773 863879



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Snapshot Date	05 April 2025	05 April 2024	05 April 2023	05 April 2022	05 April 2021	05 April 2020	05 April 2019
Mean Pay Gap	5.5%	8.9%	5.4%	8.9%	6.7%	10.4%	12.9%
Median Pay Gap	2.6%	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 5.5% in 2025 and median pay gap from 13.2% in 2019 to 2.6% in 2025.

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 fostering a workplace where women have equal opportunities to succeed, progress and be rewarded fairly. As part of our continued focus on closing the gender pay gap, we carry out annual pay reviews and market benchmarking to ensure fairness, consistency and transparency across all roles. This ongoing commitment has contributed to a reduction in the overall median gender bonus gap and a reduction of more than half in the gender pay gap.
- 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

- **Women in Leadership**– We are investing in female leadership development through a dedicated new Women in Leadership programme designed to identify and support the overall development of females throughout the business. This 6-month programme will support in building foundational leadership skills needed to continue into senior roles and leadership positions.
- **Early career development** – we are continuing to invest in young female careers through internal and external trainings with 55% of current apprentices female.
- **Continued DE&I training to promote inclusion** – In 2025, DE&I training was implemented to support with the continuation of building a cohesive culture for all colleagues which is continuing in 2026 with further training around inclusion; Dignity at Work and building a respectful working environment for all.

Supporting women's health and wellbeing in the workplace

- **Flexible Working for Returning mothers**– we have introduced a one-year flexible working support arrangement for returning mothers, enabling them to request tailored working patterns, including working from home where appropriate, to support a successful transition back to work.
- **Women focused health policies**– we have introduced policies and practices dedicated to supporting women at different stages in their lives including Menopause and fertility treatment policy

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:

Sal Gowili
General Manager



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