

# THE RITZ LONDON - GENDER PAY GAP REPORT



THE RITZ LONDON

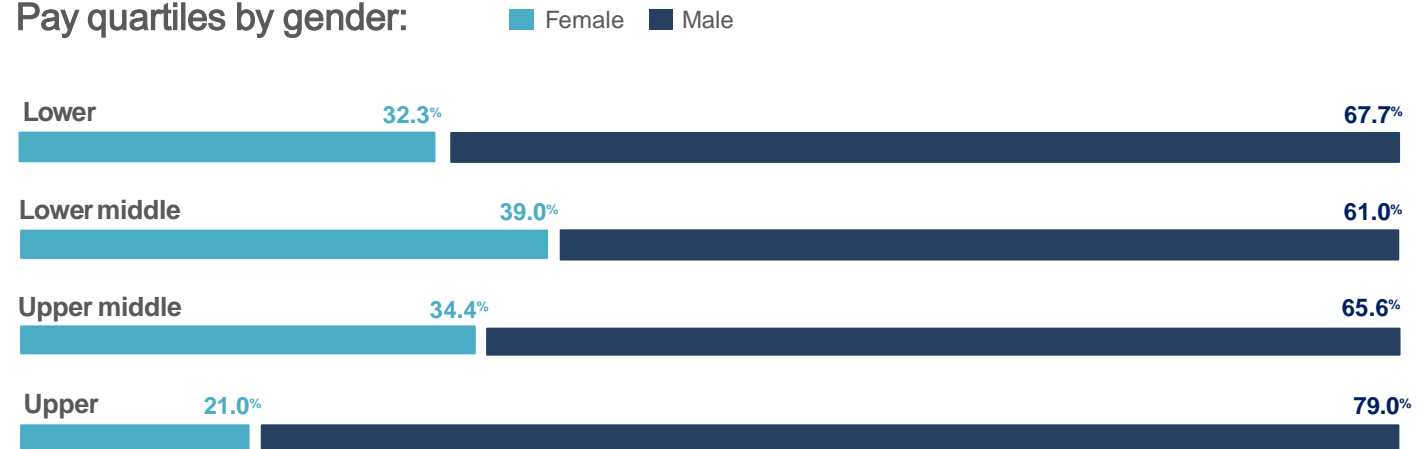
Calculated in accordance with The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. Data as of 5 April 2017.

Results produced for The Ritz London by **RSM**

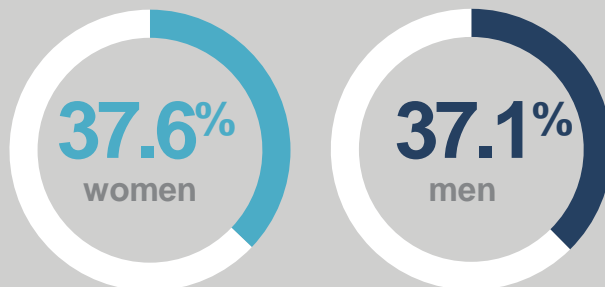
## The Ritz London gender pay gap:

Mean pay gap	5.9%
Median pay gap	6.0%
Mean bonus gap	6.5%
Median bonus gap	-3.2%

## Pay quartiles by gender:



## Percentage receiving a bonus:



‘ The Ritz’s Gender Pay Gap figures are extremely positive which I am delighted about. Our robust HR strategies have stood us in good stead especially given this is a male heavy workforce. The Ritz will however not be complacent in it’s approach as diversity is important to us. Therefore, we pledge to review as a company how we can attract and retain more women into our business and assist them upwards towards the upper quartiles of our business.’

Ciarán Fahy  
CEO – The Ritz London



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## Remuneration Policy

The Ritz London has a consistent approach to remuneration aimed at ensuring that all employees are paid fairly, based on the hotel's business performance and market conditions. The Leadership team, including HR, independently verify salary reviews and promotions to ensure consistency of approach across the business.

## Enhanced Maternity Packages

The Ritz London offers an enhanced maternity package to those eligible employees which we believe has a positive impact on the high return rates experienced from those on maternity leave.

## Flexible Working Options and Work Life Balance

The Ritz London also have many examples of flexible working options and recognises the need for work life balance.

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The Ritz is committed to gender diversity and as we move into 2018 we will focus on continuing to make excellent hiring choices which supports our brand and values. We will look at ways of attracting more women into our business and helping them transition upwards within the organisation. The Ritz already offers enhanced maternity packages and flexible working options which we believe has positively impacted our figures so far. The Ritz will continue to build on these good HR practices.

Jo Meredith

Director of Human Resources

The Ritz London

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## The Ritz London – closing the gap:

- To review recruitment strategies; to encourage more women applying for roles in our business.
- To review the transition of women within the hotel and investigate ways women could be encouraged to pursue their careers upwards in particular into the upper quartiles.

I can confirm this published information is accurate.

[INSERT ELECTRONIC SIGNATURE  
HERE]

Ciarán Fahy  
CEO – The Ritz London



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