

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 2018.

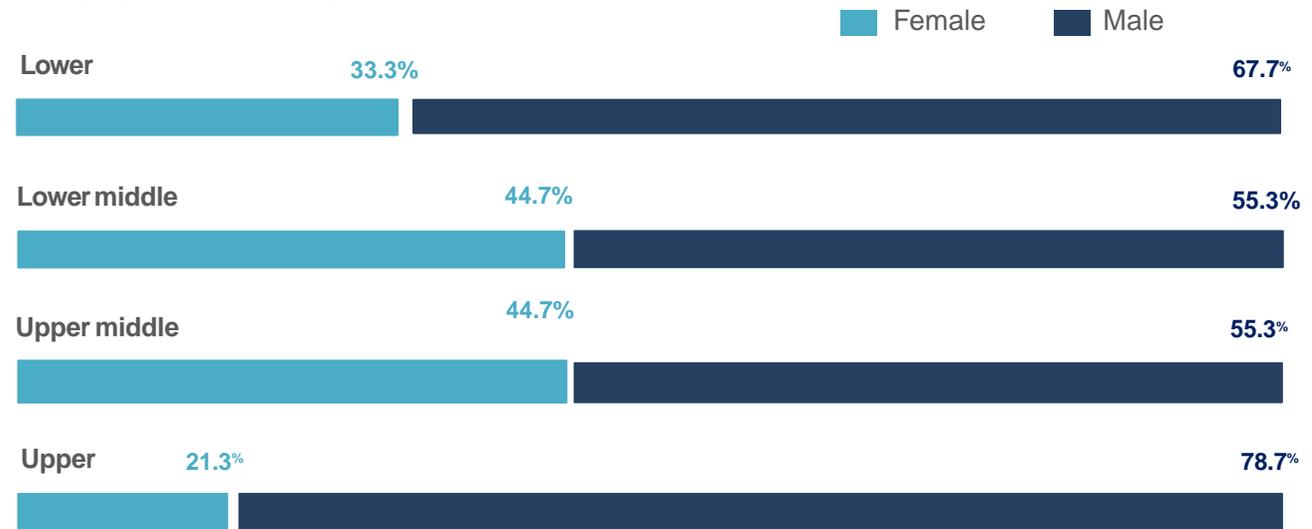
Results produced for The Ritz London by **RSM**

The Ritz London gender pay gap:

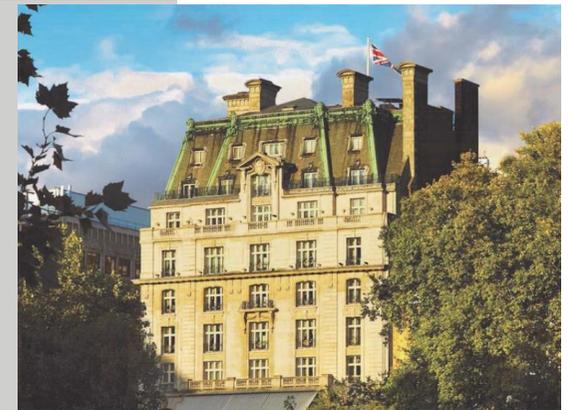
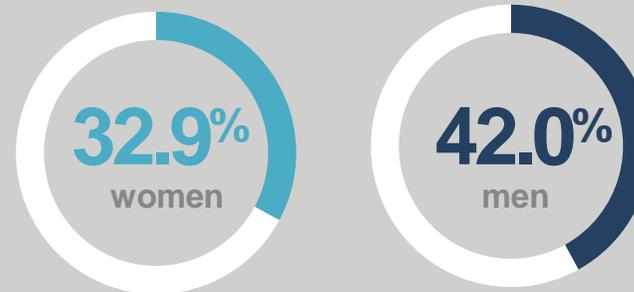
Mean pay gap	6.5%
Median pay gap	3.6%
Mean bonus gap	5.6%
Median bonus gap	-116.5%



Pay quartiles by gender:



Percentage receiving a bonus:



THE RITZ LONDON - GENDER PAY GAP REPORT



The Ritz London – talent management strategies for 2018 to 2019:

This year we are pleased to see our talent management strategies leading to a higher representation of women in the lower middle and upper middle quartiles. The Ritz is delighted by this movement.

“The Ritz will continue its focus on great recruitment decisions that select the best person for the job.”

Hannah Clarke
Human Resources - The Ritz London

“I am pleased to see the positive development of people through the organisation and particularly delighted to see women featuring more in the lower-middle and upper-middle areas of the organisation this year.

The Ritz is proud to be hiring and retaining some great talent and remains committed to ensuring we remain a legendary place to work.”

Sal Gowili
General Manager – The Ritz London



THE RITZ LONDON GENDER PAY GAP REPORT



The Ritz London are pleased to introduce some of our successful women at the Hotel:

Clare Bromhead *Head of Events*

“The Ritz have been a wonderfully **supportive employer** in terms of **progression and development**. I began as a Ritz Restaurant Hostess several years ago and have since moved on to roles such as an Events Planner in the Private Dining Team and Events Planning Manager.

Now, in the role of Head of Events, I am responsible for the Events Planning department as a whole. I have been lucky enough to attend **regular training sessions** including fire training, health and safety, sales/ selling techniques, insights, opera training etc. which have **furthered my knowledge and developed my confidence** in relation to my job roles.”



Koula Michaelides

Food and Beverage Operations Manager

“I started at the Ritz several years ago as a Restaurant Receptionist, **progressing on** to roles such as a Restaurant Coordinator and Food & Beverage Coordinator, **gaining responsibility** for the Restaurant Reservations and administration. I was keen to **develop my role**, with the Ritz **creating a new job for me**, leading me assisting in creating a new outlet which is now our Dining Reservations team.

The Ritz has **given me the opportunity** to set up outlets from beginning to end, **testing my skills in e-commerce and operations**. I now hold the position of Food and Beverage Operations Manager where I look after the F&B operation and have project management duties.”



Holly Langan

Dining Reservations Agent

“I am extremely grateful to have been selected from many applicants on to the **Ritz Academy program**. Every six months I move to a new department to **learn and hone the variety of skills** necessary to provide a **magical experience** for each individual guest and do my job to the best of my abilities. I have been **supported by multiple training opportunities** and separate tasks **tailored to match my diligence and dedication** to the overall development of the company. I have also been lucky enough to **win The Purple Umbrella Award 2019**.”



I can confirm this published information is accurate.

Sal Gowili

Sal Gowili
The Ritz London

