



THE RITZ LONDON - GENDER PAY GAP REPORT

'Our robust HR strategies have stood us in good stead. The Ritz London will however continue to endeavour in its approach towards greater diversity as this is important to us. As a company we are strategizing on how we can attract and retain more women into our business and assist them with their career development. This year we are also focusing strongly on Diversity and Inclusion as a strategic aim.'

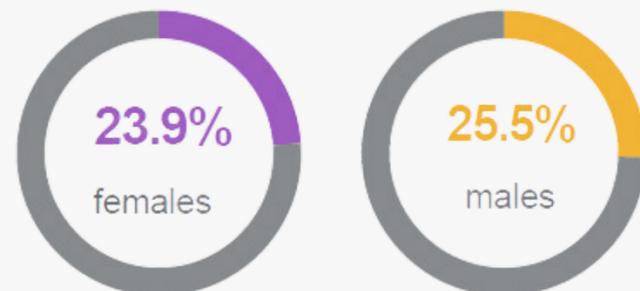
Sal Gowili

General Manager

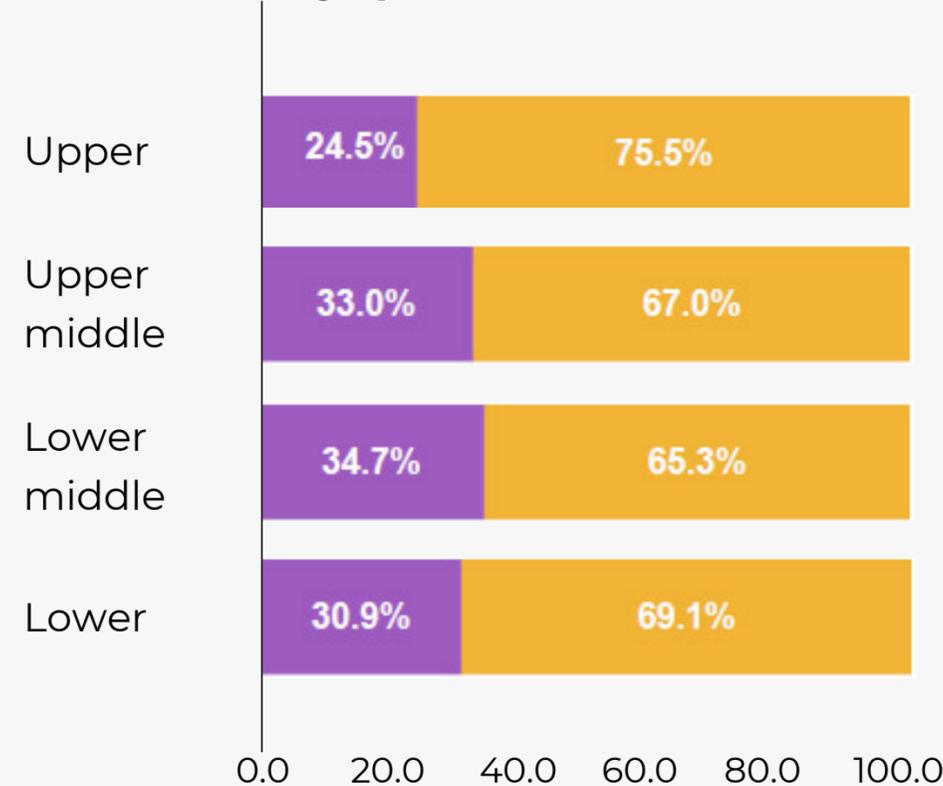
The Ritz London gender pay gap:

Mean pay gap	5.4%
Median pay gap	2.6%
Mean bonus gap	22.4%
Median bonus gap	67.5%

Percentage receiving a bonus:



Pay quartiles:



I can confirm this published information is accurate.

Sal Gowili - General Manager

Our strategy that will help women thrive at The Ritz London

At the Ritz London, we are committed to gender pay parity, and we do the following to ensure the very best HR practices exist for women to thrive:

- The Ritz London carries out regular pay reviews to ensure that packages are fair and transparent across the business.
- In 2024/25, The Ritz London will review all job roles to ensure that job descriptions and person specifications are up to date and that all the language and tone is fully inclusive aimed at attracting a diverse talent pool.
- One of our goals for 2024/25 is to promote diversity and inclusion more proactively.
- We will do this by designing workshops and engagement forums that support our goals around diversity and inclusion.
- The Ritz London will create champions across the business. One of the goals of these newly created champion roles will be to support women and their progression within the business.