

THE LANGHAM  
LONDON

***Great Eagle Hotels (UK) Ltd  
trading as The Langham, London***

***Gender Pay Gap Report 2019***

## 1. Introduction

This Gender Pay Gap report published in February 2020 is based on data from April 2019. The Snapshot date is 5 April 2019.

This report has been prepared in line with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 and Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017.

## 2. The Langham, London

The Langham, London is a luxury hotel managed by the Langham Hospitality Group, a global hospitality company based in Hong Kong, with multiple properties located in major cities over four continents. Currently, The Langham, London is one of only two properties operated within Europe.

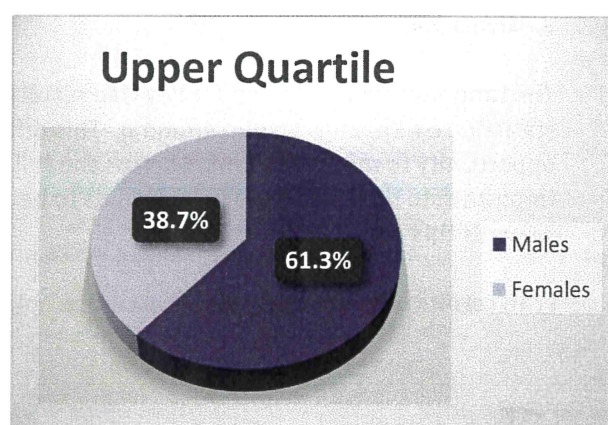
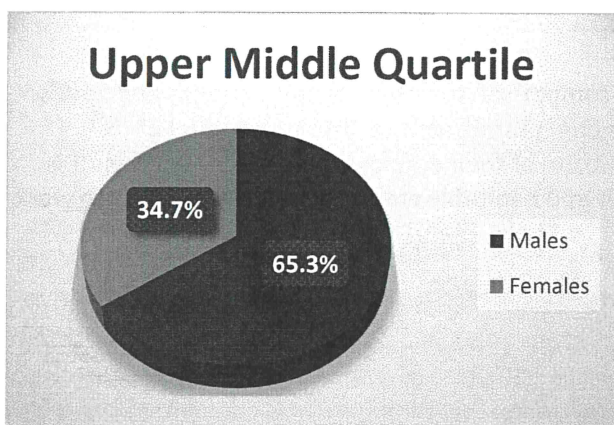
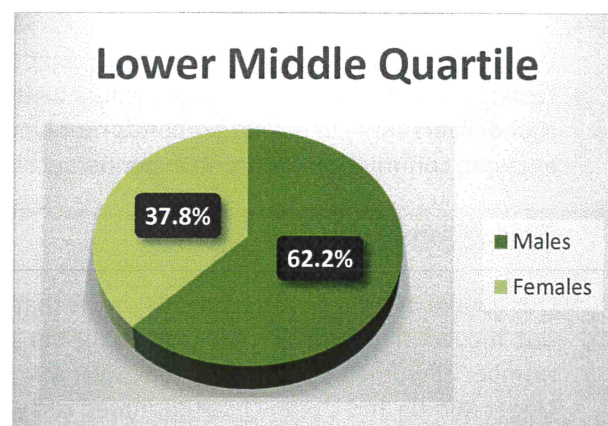
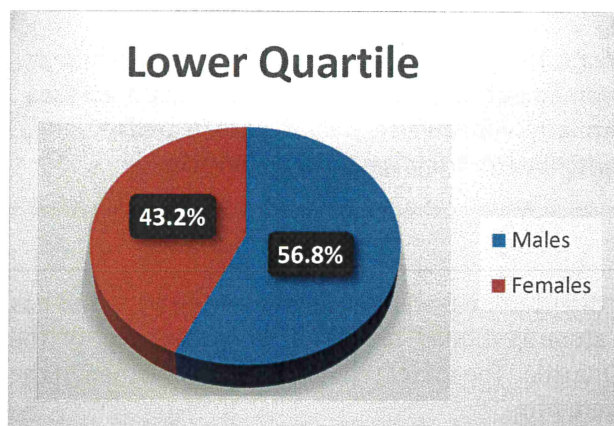
Comprising 380 bedrooms, 4 Restaurant and Bars, Meetings & Events space and Spa & Leisure facilities, the hotel's target market is the discerning traveller, whether business or leisure.

During April 2019, The Langham, London employed a payroll headcount of 485 colleagues.

As a hospitality business, we place tremendous value on our human capital. Our colleagues are our most valuable asset. We foster an engaging and respectful work environment for them to achieve their career aspirations. We believe and practice fairness, trust, integrity and respect and value the diversity of people and culture. Every colleague lives the Company's values and practices the essentials of our culture.

## 3. The Langham, London's Gender Pay Gap results

Metrics	Description	Pay Gap (%)
Mean Gender Pay Gap	Difference between mean hourly earnings	2.7
Median Gender Pay Gap	Difference between median hourly earnings	3.1
Mean Gender Bonus Gap	Difference between mean bonus earnings	5.3
Median Gender Bonus Gap	Difference between median bonus earnings	-26.4
Receipt of Bonus	Proportion of male and female employees receiving bonus with the 12 month period	Male 79.5 Female 62.7
Pay Quartiles	Insight into career paths	Illustrated on the next page



#### Mean Gender Pay Gap & Median Gender Pay Gap

Our mean gender pay gap reflects the average paid to men and women across the hotel rather than a comparison for men and women doing the same job. We practice strict pay parity between men and women employed in the same positions. Our mean gender pay gap at 2.7% is significantly lower than both the national mean of 16.2% (ONS) and the mean of 7.8% for Hotels, Catering & Leisure (XpertHR 2018-19 salary surveys).

Our median gender pay gap sits at 3.1%, again, comparing favourably with the national median of 17.3%. Our median is however, ahead of the median of 2% for Hotels, Catering & Leisure. Our median result this year represents progress on 2018 reflecting the fact that we employ proportionally less women in the Lower Middle Quartile than in 2018. Nonetheless, the underlying trend of employing more males than females and the under-representation of females at higher levels in the pay structure remains.

#### Mean Bonus Gap & Median Bonus Gap

Our mean gender bonus gap is 5.3% representing an absolute difference of £232.70 between the mean bonuses paid to men and women. This too compares favourably with the national mean bonus gap of 67.9% (ONS) and for Hotels, Catering & Leisure at 31.4% (ExpertHR).

On the median measure, we recorded a result of -26.4%, the absolute difference being £558.50 higher for women than men. Factors here would be that women outnumber men in our Sales team, an area that delivers some of our larger bonus numbers. Similarly, women also predominate in areas enjoying commission or incentive bonus, such as Switchboard, Front Desk and Reservations.

#### Gender Distribution

Our gender distribution by quartile shows that our distribution favours male in every quartile and has not moved significantly over 2018, save for the aforementioned reduction, proportionally, of the number of women employed in the Lower Middle Quartile. The under representation of women in the Upper Middle and Upper Quartiles noted last year remains.

#### **4. Overall summary**

The Langham, London's Gender Pay Gap results, in comparison to both national averages and 2018's statistics, continue to be encouraging. This reflects our commitment to offering equality of opportunity to men and women across the full spectrum of their employment journey with us. It is important to us that we are perceived as to be a fair and equitable employer and we continue to work towards this end.

I can confirm the data reported is accurate.

A handwritten signature in blue ink, appearing to read 'Bob van den Oord', with a stylized flourish at the end.

Bob van den Oord  
**Managing Director**