



# APEX HOTELS GENDER PAY GAP REPORT 2022

# FOREWORD

At Apex Hotels, we care about the future of our planet, our local communities and our people. We promote an inclusive culture and we are committed to diversity and equality, not just in terms of gender but we believe that everyone should be treated with dignity, respect, and fairness. We want everyone to feel a sense of belonging with us.

During the year we launched our 'Be Yourself Here' strategy, encouraging all employees to bring their true self to work. We recruit for attitude and train for skill, offering the same opportunities for development to everyone. Having a diverse workforce makes Apex a great place to work - we encourage different ideas, thoughts, and inspiration in all that we do. Our Apex family can never be too big, we offer flexibility to support our people's preferred working pattern, providing a range of varied shifts and city centre locations. Recruiting from a diverse talent pool is important and this includes schools, colleges, local job centres and 'return to work' and charity partnerships. We work hard to improve retention and we've designed bespoke role and department on-the-job training journeys which support all new employees during their first 12 weeks and beyond.

In line with the regulations set out in the Gender Pay Gap reporting legislation we have calculated our figures which are outlined in this report. This reflects the average paid to men and women across our business. It's not a comparison of pay rates for men and women doing work of equal value.

We have a strong representation of women across all levels of the business as reflected in the pay quartile data. The business regularly reviews all pay rates for consistency and competitiveness, adjusting where appropriate. Whilst Apex median gender pay gap of 2.2% has improved year on year and is favourable against the UK average of 14.9%, we will continue to take progressive steps to identify the reasons and address the gender pay gap.

The number of employees receiving bonuses during the period was low at 8%. Historically, bonuses have been paid to a much wider group of employees, but bonus payments were less widely distributed as a result of the coronavirus pandemic which adversely impacted our ability to pay performance related bonus payments and incentive arrangements. All of our employees have the opportunity to participate in incentive schemes, but the unusual trading circumstances during the pandemic resulted in a significant positive bonus pay gap which may not be representative of the bonus pay gap in future periods.

We look forward to continuing to progress our 'Be Yourself Here' strategy through 2023, and further strengthening our position as an employer of choice in the hospitality industry.



Angela Vickers  
CEO

# OUR GENDER PAY GAP

2022

2021

2022

2021

2022		2021		2022			2021		
MEAN GENDER PAY GAP		MEAN GENDER PAY GAP		PROPORTION OF MEN & WOMEN IN EACH PAY QUARTILE			PROPORTION OF MEN & WOMEN IN EACH PAY QUARTILE		
				LOWER MIDDLE QUARTILE	MEN	WOMEN	LOWER MIDDLE QUARTILE	MEN	WOMEN
<b>-6.2%</b>		<b>-11.7%</b>		UPPER QUARTILE	54.1%	45.9%	UPPER QUARTILE	60%	40%
MEDIAN GENDER PAY GAP		MEDIAN GENDER PAY GAP		UPPER MIDDLE QUARTILE	44.4%	55.6%	UPPER MIDDLE QUARTILE	63.6%	36.4%
<b>-2.2%</b>		<b>-5.9%</b>		LOWER MIDDLE QUARTILE	36.7%	63.3%	LOWER MIDDLE QUARTILE	54.5%	45.5%
MEAN BONUS GAP		MEAN BONUS GAP		LOWER QUARTILE	42.3%	57.7%	LOWER QUARTILE	72.7%	27.3%
<b>206.3%</b>		<b>0%</b>		<b>6.4%</b>		<b>9.5%</b>		<b>0%</b>	
MEDIAN BONUS GAP		MEDIAN BONUS GAP		OF WOMEN RECEIVED A BONUS		OF MEN RECEIVED A BONUS		OF WOMEN RECEIVED A BONUS	
<b>0%</b>		<b>0%</b>						OF MEN RECEIVED A BONUS	