

A woman with dark hair in a ponytail, wearing a dark blue blazer over a light blue checkered shirt, is smiling and looking towards the left. She has a name tag on her chest. The background is a wall with a honeycomb pattern of circular glass tiles. To the left, a man's profile is partially visible. In the foreground, there is a wooden reception desk with a tablet and some papers.

APEX HOTELS

GENDER PAY GAP REPORT 2025

OUR COMMITMENT TO INCLUSIVITY

At Apex Hotels, an inclusive culture built on trust, passion, friendliness, and teamwork is at the heart of everything we do. We are dedicated to embracing inclusivity to attract, develop, and retain talent across the business, including opportunities to recruit and promote women into senior roles within our business.

To support women in our workforce, we have implemented inclusive policies that address real workplace needs. These include support for returning from parental leave, menopause assistance, carers' leave, flexible working options, and a comprehensive wellbeing framework. Alongside these initiatives, we offer career development for all employees, helping women progress and develop towards leadership opportunities.

We want every Apex Hotels team member to thrive. Whether working directly to create unforgettable guest experiences or supporting our operational teams, all contributions are valued with the opportunity to learn, develop, and for success to be recognised.

In accordance with Gender Pay Gap reporting legislation, we have calculated our figures, which reflect the average pay for men and women across our business. Note: This is not a comparison of pay rates for men and women doing work of equal value.

Women represent 56% of our total workforce, giving us strong female representation across all levels of the business, as shown in our pay quartile data. We regularly benchmark our pay and benefits against competitors in the hospitality industry.

While our median gender pay gap of 4.7% has marginally widened year-on-year, it remains highly favourable compared to the 2025 UK average full-time median gap of 12.8%.

We will continue taking progressive steps to close this gap further. Our mean gender pay gap of 5.7% reflects the nature of the hospitality industry, where a higher proportion of women work in our largest departments, such as Housekeeping and Restaurant & Bar.

Our recognition schemes for employee contributions, performance, and long service are open to everyone. We are pleased to report that the number of women receiving a bonus increased to 17% in 2025. This reflects the high proportion of women in senior positions at Apex Hotels, including 50% representation of Board members.



Averil Wilson
Director, Apex Hotels Limited

OUR GENDER PAY GAP

2025

2024

2025

2024

2025		2024		2025			2024				
MEAN GENDER PAY GAP		MEAN GENDER PAY GAP		PROPORTION OF MEN & WOMEN IN EACH PAY QUARTILE			PROPORTION OF MEN & WOMEN IN EACH PAY QUARTILE				
5.7%		-7.4%			MEN	WOMEN		MEN	WOMEN		
MEDIAN GENDER PAY GAP		MEDIAN GENDER PAY GAP		UPPER QUARTILE	54.8%	45.2%	UPPER QUARTILE	58.4%	41.6%		
4.7%		2.8%		UPPER MIDDLE QUARTILE	39.3%	60.7%	UPPER MIDDLE QUARTILE	40.9%	59.1%		
MEAN BONUS GAP		MEAN BONUS GAP		LOWER MIDDLE QUARTILE	42.7%	57.3%	LOWER MIDDLE QUARTILE	40.5%	59.5%		
10.3%		-741.6%		LOWER QUARTILE	38.2%	61.8%	LOWER QUARTILE	39.3%	60.7%		
MEDIAN BONUS GAP		MEDIAN BONUS GAP		17%		13.9%		15.3%		16.1%	
-11.4%		-2.7%		OF WOMEN RECEIVED A BONUS		OF MEN RECEIVED A BONUS		OF WOMEN RECEIVED A BONUS		OF MEN RECEIVED A BONUS	