



# APEX HOTELS GENDER PAY GAP REPORT 2023

# FOREWORD

We are truly committed to our values – Trust, Passion, Friendliness and Teamwork. These values are at the heart of our culture, and the foundations that allow us to encourage and support one another in everything that we do.

Our commitment to our values underpins our commitment to our employees. In 2022, we launched our 'Be Yourself Here' strategy, creating opportunities tailored to the individual needs and skillsets of our employees, and encouraging all team members to flourish and strive to be the best version of themselves.

Creating opportunities for a diverse workforce makes Apex a great place to work. We recognise the need to be flexible in working patterns and employment structures in order to recruit from a diverse talent pool. Once recruited, we support our employees to 'Grow Yourself Here', committing to development regardless of initial skill levels or experience.

Within our reward programme, we provide a generous range of employee benefits in addition to headline pay, which includes access to retailer discounts and discounts to Apex Hotel stays and meals out as well as support to those team members in need, such as critical illness and employee assistance.

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, with 54% of the total workforce being women.

The business regularly benchmarks pay and benefits against competitors in the hospitality industry. Whilst Apex median gender pay gap of 2.4% has widened year on year, it is favourable against the UK average of 14.3% and we will continue to take progressive steps to close further.

Recognition schemes for employee contribution, performance and long service are open to all employees, and we are pleased to the number of employees receiving a bonus post pandemic rising to over 12%.

We continue to strive to positioning Apex Hotels as an employer of choice within the hospitality sector, with further focus upon career development and the creation of new employment opportunities in 2024.



Angela Vickers  
CEO

# OUR GENDER PAY GAP

2023

2022

2023

2022

2023		2022		2023			2022		
MEAN GENDER PAY GAP		MEAN GENDER PAY GAP		PROPORTION OF MEN & WOMEN IN EACH PAY QUARTILE			PROPORTION OF MEN & WOMEN IN EACH PAY QUARTILE		
					MEN	WOMEN		MEN	WOMEN
4.5%		6.2%		UPPER QUARTILE	57.1%	42.9%	UPPER QUARTILE	54.1%	45.9%
MEDIAN GENDER PAY GAP		MEDIAN GENDER PAY GAP		UPPER MIDDLE QUARTILE	46.3%	53.7%	UPPER MIDDLE QUARTILE	44.4%	55.6%
2.4%		2.2%		LOWER MIDDLE QUARTILE	37.6%	62.4%	LOWER MIDDLE QUARTILE	36.7%	63.3%
MEAN BONUS GAP		MEAN BONUS GAP		LOWER QUARTILE	42.6%	57.4%	LOWER QUARTILE	42.3%	57.7%
-73.1%		206.3%		12.6%		12.9%		6.4%	
MEDIAN BONUS GAP		MEDIAN BONUS GAP		OF WOMEN RECEIVED A BONUS		OF MEN RECEIVED A BONUS		OF WOMEN RECEIVED A BONUS	
36.6%		0%						9.5%	
								OF MEN RECEIVED A BONUS	