



APEX HOTELS GENDER PAY GAP REPORT 2024

FOREWORD

Our values of trust, passion, friendliness and teamwork remain at the heart of everything we do at Apex Hotels, all underpinned by our strategic aim to foster an environment where everyone can “Thrive, Grow and Belong” with us.

Having launched our “Be Yourself Here” strategy in 2022, we have continued to build on opportunities to support our people in bringing their true self to work, and to feel valued, recognised and rewarded for their unique skills, experiences and personalities. From launching new policies, such as Menopause Support, and extending opportunities for Carers leave and Compassionate leave, as well as supporting flexible work patterns and recognising important awareness days throughout the year, we are committed to being an employer that builds the principles of equality and inclusion for all.

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 55% 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 2.8% has marginally widened year on year, it is favourable against the 2023 UK average of 11.1% and we will continue to take progressive steps to close further.

The mean gender pay gap of -7.4% is due to the high proportion of females in senior positions – 50% of the Board, combined with a high proportion of C suite roles being women

Recognition schemes for employee contribution, performance and long service are open to all employees, and we are pleased that the number of employees receiving a bonus is rising to over 15%.

Focussing on the acquisition of rural hotel properties to complement the core Apex Hotels brand, we will continue on our journey to create memorable experiences through our passion for hospitality. Our people remain the cornerstone of our success.

A handwritten signature in black ink that reads "Angela Vickers" followed by a checkmark.

Angela Vickers
CEO

OUR GENDER PAY GAP

2024

2023

2024

2023

2024		2023		2024			2023				
MEAN GENDER PAY GAP		MEAN GENDER PAY GAP		PROPORTION OF MEN & WOMEN IN EACH PAY QUARTILE			PROPORTION OF MEN & WOMEN IN EACH PAY QUARTILE				
-7.4%		4.5%			MEN	WOMEN		MEN	WOMEN		
MEDIAN GENDER PAY GAP		MEDIAN GENDER PAY GAP		UPPER QUARTILE	58.6%	41.4%	UPPER QUARTILE	57.1%	42.9%		
2.8%		2.4%		UPPER MIDDLE QUARTILE	40.9%	59.1%	UPPER MIDDLE QUARTILE	46.3%	53.7%		
MEAN BONUS GAP		MEAN BONUS GAP		LOWER MIDDLE QUARTILE	40.5%	59.5%	LOWER MIDDLE QUARTILE	37.6%	62.4%		
-741.6%		-73.1%		LOWER QUARTILE	39.3%	60.7%	LOWER QUARTILE	42.6%	57.4%		
MEDIAN BONUS GAP		MEDIAN BONUS GAP		15.3%		16.1%		12.6%		12.9%	
-2.7%		36.6%		OF WOMEN RECEIVED A BONUS		OF MEN RECEIVED A BONUS		OF WOMEN RECEIVED A BONUS		OF MEN RECEIVED A BONUS	