

THE LANGHAM
LONDON

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

Gender Pay Gap Report 2022

1. Introduction

This Gender Pay Gap report published in March 2023 is based on data from April 2022. The Snapshot date is 5 April 2022.

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.

Historical references below discount 2021 when, owing to Covid-related furlough leave and short-time working, only 9% of our workforce qualified as full-pay employees for Gender Pay Gap reporting purposes on the relevant Snapshot date.

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.

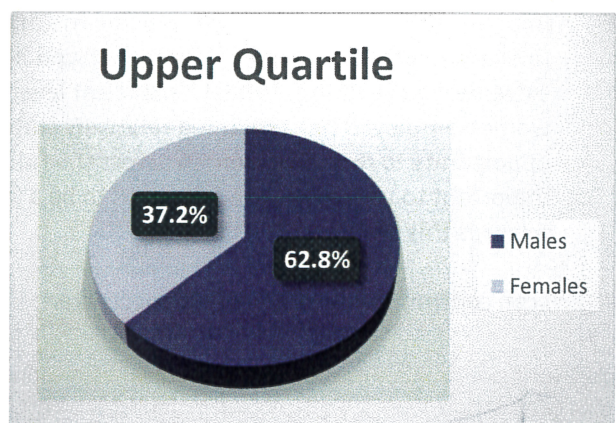
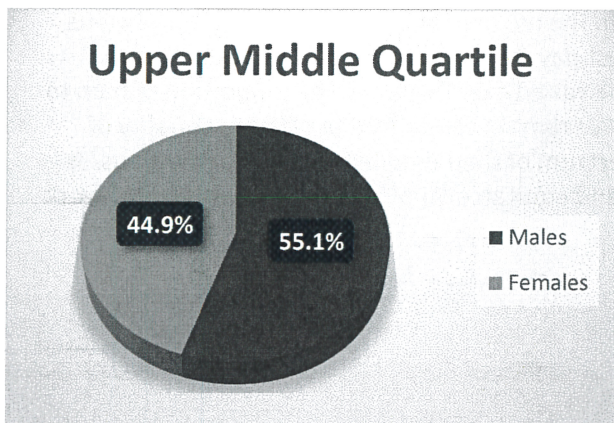
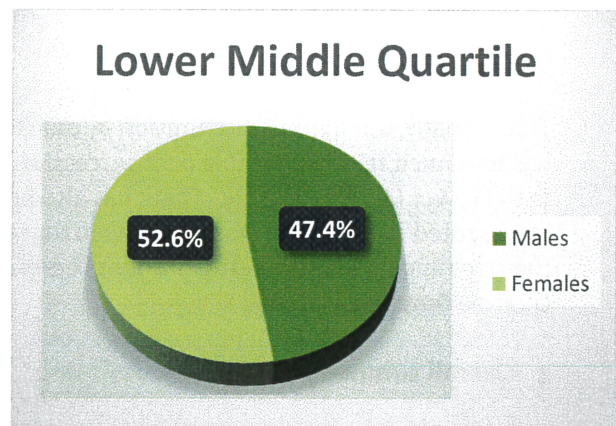
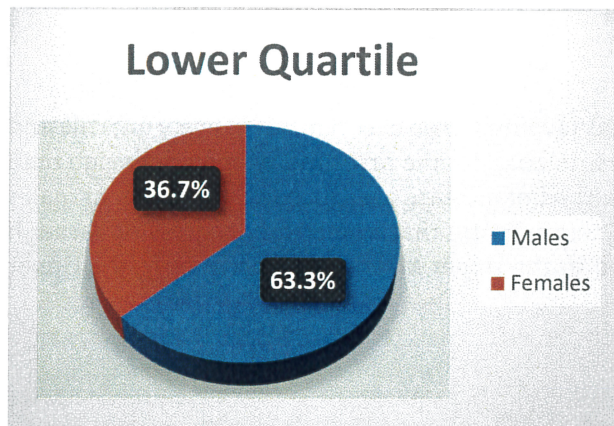
Comprising 380 bedrooms, 4 Restaurant and Bars, Meetings & Events space and Spa & Leisure facilities, the hotel's target market is the discerning traveller, whether business or leisure.

During April 2022, The Langham, London employed a payroll headcount of 323 colleagues, of which 314 colleagues were classified as full-pay relevant colleagues for Gender Pay Gap reporting purposes.

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 | 6.2 |
| Median Gender Pay Gap | Difference between median hourly earnings | 1.4 |
| Mean Gender Bonus Gap | Difference between mean bonus earnings | 24.3 |
| Median Gender Bonus Gap | Difference between median bonus earnings | 5.7 |
| Receipt of Bonus | Proportion of male and female employees receiving bonus with the 12 month period | Male 90.7 Female 93.5 |
| 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 6.2 % has risen by 0.3 points on 2020's result. This is attributed to the under representation of women in the Upper Quartile, where there is a disparity of over £3.50 in hourly rate between men and women, as opposed to (broadly) like-for-like hourly rates in the Upper Middle and Lower Middle Quartiles. Men significantly outnumber women in the Lower Quartile where there is a rate disparity in favour of men of approximately £0.85 per hour.

Conversely, our median gender pay gap has reduced from 6% in 2020 to 1.4% in 2022. This is an encouraging result on a measure that discounts the impact of outliers at the extremes of our pay range, and provides a more realistic assessment of pay parity between women and men.

Mean Bonus Gap & Median Bonus Gap

Our mean gender bonus gap is broadly comparable with 2020's result and sits at 24.3% representing an absolute difference of £904.57 between the mean bonuses paid to men and women.

Again, the median measure produces a much narrower pay gap at 5.7% (a reduction on 2020's result of 18.6%) with an absolute difference of £112.68 between the median bonuses paid to men and women. Factors here would include the wide composition of pay elements categorised as bonus (allowances, commission, incentives, gratuities and service charge) and a new bonus pay category introduced for all employees during late 2020.

Gender Distribution

Traditionally, our gender distribution by quartile has favoured male over females in every quartile and has remained relatively stable over successive years. In 2022, for the first time, women outweigh men in the Lower Middle Quartile. There has also been a 13 point increase over 2020 in the number of males represented in the Lower Quartile. Taken together, this indicates that women are progressing through the pay range. Women remain under represented in the Upper Middle and particularly, the Upper Quartile however.

4. Overall summary

Using the median pay and bonus gaps as a measure, 2022's results continue a trend of progressive improvement since we began reporting in 2017. On the mean measures this trend is less obvious, reflecting the range between our lowest and highest pay rates and the impact of outliers at the extremes of the range. Whilst headcount level have varied over the years, the proportion of men to women employed has remained relatively stable. We remain committed 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 to be a fair and equitable employer and we continue to work towards this end.

I can confirm the data reported is accurate.



Bob van den Oord
Managing Director