

## **Gender Pay Gap Reporting Statement**

### **April 2020**

From April 2017, all organisations that employ over 250 employees are required to report annually on their gender pay gap. The gender pay gap is defined as the differences in the average earnings of men and women over a standard time period, regardless of their role seniority.

|                          |                            |
|--------------------------|----------------------------|
| Proportion of male staff | Proportion of female staff |
| 54.9%                    | 45.1%                      |

### **Gender Pay Reporting**

The following results, in line with mandatory requirements, have been calculated as at April 2020

### **Gender pay statistics**

|   |        |
|---|--------|
| Mean gender pay gap in hourly pay       | 3.1%   |
| Median gender pay gap in hourly pay     | 2.2%   |
| Mean bonus gender pay gap               | -3.0%  |
| Median bonus gender pay gap             | -21.2% |
| Proportion of males receiving a bonus   | 15.5%  |
| Proportion of females receiving a bonus | 15.9%  |

### **Quartile pay bands**

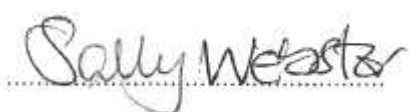
|         | Lower quartile | Lower middle quartile | Upper middle quartile | Upper quartile |
|---------|----------------|-----------------------|-----------------------|----------------|
| Males   | 54.4%          | 55.9%                 | 50.3%                 | 57.3%          |
| Females | 45.6%          | 44.1%                 | 49.7%                 | 42.7%          |

We have a mean gender pay gap of 3.1% (average) and a median (middle) gender pay gap of 2.2%.

We are confident that The Savoy gender pay gap is not a pay issue; we know this because our approach to pay is gender neutral by design and our analysis shows that our pay gap is driven by the structure of our workforce.

We regularly analyse and monitor our pay to make sure our male and female colleagues are treated equally.

We believe in job opportunities for everybody regardless of gender.



Sally Webster

**Director of Talent & Culture**