

Our 2017 Gender Pay Gap Statement

The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 (the "Regulations") require UK businesses with more than 250 employees to publish their gender pay gap statistics by April 2018 using data as at 5 April 2017, and then on an annual basis thereafter. CDL Hotels (U.K.) Limited, (a subsidiary of Millennium & Copthorne Hotels plc (the "Company") which owns and operates two of our hotels in London, employs at least 250 employees and as such is required to report under the above Regulations. The new Regulations require the Company to identify differences in pay between male and female colleagues across the entire workforce regardless of job role. The calculations below align to these Regulations based on the position as at 5 April 2017.

The gender pay gap is the difference between the average hourly pay received by men versus women. The Company is required to report on two measures, the mean and the median gender pay gaps. The median figure removes any influence of highest and lowest paid. The gender bonus gap is the difference between the average bonuses received by men versus the average bonuses received by women. The differential between men and women may illustrate the type and level of roles that are carried out by women within an organisation, which may be influenced by factors such as historic trends of one gender dominating certain industries or types of jobs.

As at 5 April 2017 the Company employed 252 employees, of which 106 were female and 146 were male. The gender pay gap information for CDL Hotels (U.K.) Limited is set out below.

	Mean	Median
Hourly Pay – Gender Pay Gap	9.5%	9.4%
Bonus Pay – Gender Pay Gap	-12.1%	-216.6%

As the data indicate, the median bonus for females was significantly higher than for males. The primary reason for this is due to the pool of women in bonus eligible positions having received higher bonuses for the relevant period as a result of their individual performances.

	Male	Female
Proportion of Employees Receiving a Bonus	4.3%	2.3%


Pay Quartiles	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
Men	57.1%	44.4%	58.7%	71.4%
Women	42.9%	55.6%	41.3%	28.6%

Our overall workforce has a higher proportion of male employees, which is typical of the hospitality industry. Indeed, one of the underlying reasons behind the pay gap is that there were more men than women holding senior or higher-skilled roles, particularly in the upper quartiles. Some of these roles were paid a premium in recognition of working conditions and unsociable working hours. This indicates that there is room for improvement to progress more women to senior leadership roles. However, it does not deter us nor change our intent. It simply emphasises the importance of meaningful action and highlights the need for a systematic approach.

This is our first year reporting on gender pay gap and we realise that more work needs to be done to further explore and identify what actions are required to make real progress in closing the gap. Our human resource practices and processes encourage and promote the development of all our employees and we ensure that our culture actively supports all our employees in being well represented.

The Company is an equal opportunities employer committed to the objective of no employee receiving less favourable treatment, directly or indirectly, on the grounds of sex. The Company has in place a pay and grading structure for all employees, which results in each job having agreed pay ranges irrespective of whether the role is occupied by a male or female. The Company also uses benchmarked rates where necessary to ensure competitiveness within the marketplace. It will continue to seek, through reviewing recruitment, training, employee assessment and promotion processes, to reduce its gender pay gap.

I confirm that the gender pay gap calculations are accurate and meet the requirements of the methodology set out in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



Michael Nigitsch
Director

Date 03 April 2018