

Gender Pay Gap Report 2018

In accordance with the Equality Act Gender Pay guidelines, we have published on the government website and our own website our submission for Ribbon Acquisition Limited and the portfolio that sits within it. The report shows our pay data, bonus data and the average hourly rate for males and females at each level. It follows the format we are required to under the guidelines. Regardless of the outcomes and findings we remain committed to ensuring we recruit the very best candidates in to our business and will continue to focus on taking steps to reduce any gender pay gap wherever possible.

Lapithus Hotels

Gender Pay Report

Analysis Results

Mean Hourly Pay Differences

	Full Pay Employees
All	£9.14
Female	£8.85
Male	£10.02
Pay Gap	11.68%

Median Hourly Pay Differences

	Full Pay Employees
All	£5.50
Female	£5.50
Male	£7.65
Pay Gap	1.96%

Total distribution of male and female employees by hourly pay quartile

	Lower		Low Middle		Upper Middle		Upper	
	Number	%	Number	%	Number	%	Number	%
Female	313	56.6%	315	56.8%	251	53.9%	211	41.8%
Male	240	43.4%	240	43.2%	215	46.1%	294	58.2%

Mean Bonus Differences

	Mean Bonus	Number receiving a Bonus	% Bonus Distribution
Female	£1,505.27	30	2.75%
Male	£4,464.76	39	3.94%
Pay Gap	66.29%		

Median Bonus Differences

	Median Bonus	Number receiving a Bonus	% Bonus Distribution
Female	£681.95	30	2.75%
Male	£2,361.60	39	3.94%
Pay Gap	71.12%		

Conclusions

What do the results show?

To summarise, our analysis shows:-

- The **mean** hourly full pay gap is **11.68%** and the **median** hourly full pay gap is **1.96%** – both in favour of the male workforce.
- The **mean** bonus pay gap is **66.29%** and the **median** bonus pay gap is **77.12%** – both in favour of the male workforce.
- **3.94% of all relevant males** and **2.75% of all relevant females** received a bonus payment in the twelve months preceding the snapshot date.