



RBH
HOSPITALITY MANAGEMENT

Fragrance UK Investment Ltd Gender Pay Gap Reporting

January 2025





Fragrance UK Investment Limited Gender Pay Gap Reporting (2024 Data)

Fragrance UK Investment Ltd owns The Imperial Hotel Blackpool, The Crown Harrogate, The Duke of Cornwall, The Lyndene, Aloft Liverpool, Townhouse Manchester, The Marine Hotel, The Municipal Liverpool, Mercure Paignton, Ibis Styles Paignton and directly employs the majority of employees working in those hotels. Fragrance UK Investment Ltd has engaged RBH Hospitality Management Limited ('RBH') to manage these hotels on their behalf.

The data presented below has been prepared in accordance with the *Equality Act (Gender Pay Gap Information) Regulations 2017*.

This is the first GPG report this company has had to report.

Our 2024 data at a glance

	MALE	FEMALE	GAP %	
PAY RATE*				
Mean	£15.64	£14.49	7.3%	Pay Rates reported are for Full-Pay Relevant Employees** in the Relevant Pay Period***
Median	£11.51	£11.44	0.6%	
BONUS AMOUNT				
Mean	£316	£304	3.7%	Bonus Amounts reported are for all Relevant Employees**** who received a bonus in the Relevant Bonus Period*****
Median	£87	£73	16.0%	
QUARTILE PAY BAND				
Lower	44%	56%		Quartile Pay Bands reported are based on Pay Rates of Full-Pay Relevant Employees in the Relevant Pay Period
Lower Middle	54%	46%		
Upper Middle	40%	60%		
Upper	60%	40%		
PAID BONUS				
Total Employees Paid	318	340		% Paid Bonus shows proportion of Relevant Employees who received a bonus in the Relevant Bonus Period
# Paid Bonus	178	150		
% Paid Bonus	56.0%	44.1%		
<p>Pay Rate* total amount paid (ordinary pay + bonus pay), in the relevant pay period, converted to an hourly rate</p> <p>Full-Pay Relevant Employees** any employee who is employed on the snapshot date and who is paid their usual full basic pay (or pay for piecework) during the relevant pay period</p> <p>Relevant Pay Period*** the pay period within which the snapshot date (April 5) falls</p> <p>Relevant Employees**** all employees employed by the employer on the snapshot date of a given year</p> <p>Relevant Bonus Period***** is a twelve month period that ends on the snapshot date</p>				





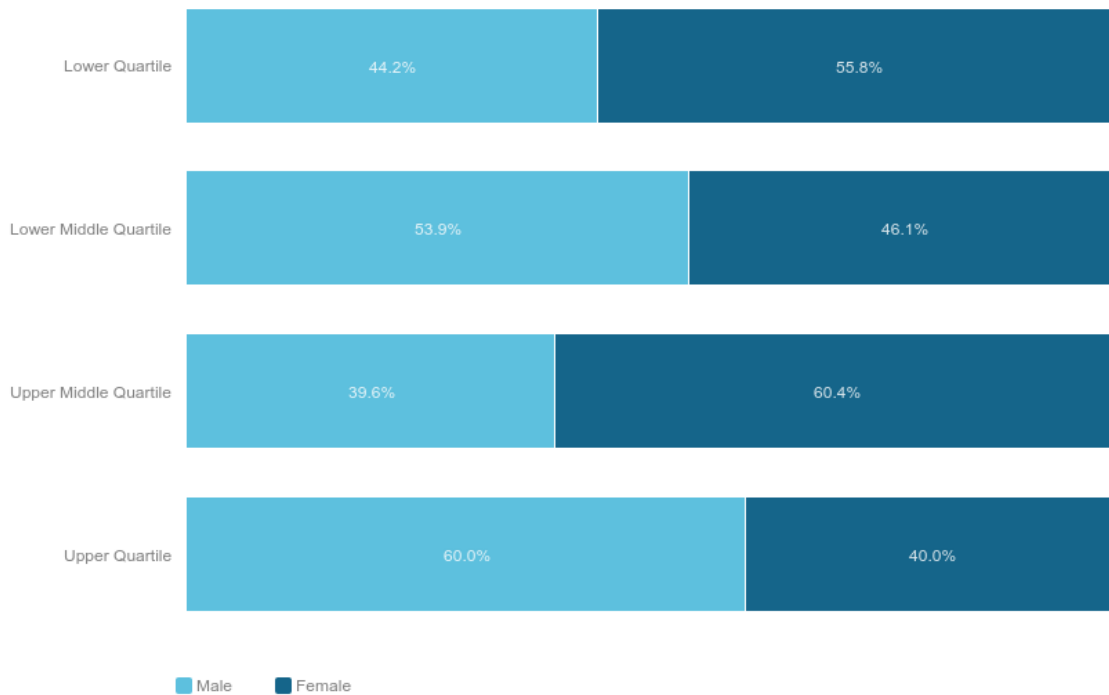
Understanding our gaps, reviewing our actions

Our workforce and pay quartiles

Our workforce

Fragrance UK Investment Ltd gender pay gap data was collected on the snapshot date of 5 April 2024. At this time there were 646 colleagues in the workforce. 51% (48% 2023) women and 49% (52% 2023) men. The below does show an imbalance yet an encouraging sign it that there is a slight favor in the lower middle quartile for women which would suggest from that level to upper middle there is opportunity for females to progress.

Proportion of Males and Females in each Quartile Pay Band



Our median gender pay gap

To calculate our median gender pay gap, we first rank all our people by their hourly pay. Then we compare what the woman in the middle of the female pay range received with what the man in the middle of the male pay range received. The difference between these figures is the median gender pay gap.

The Difference:

	Male	Female	Gap
Median Pay Rate	£11.51	£11.44	0.6%

In this year, the female in the middle of the female pay range received 0.6% less than the male in the middle of the male pay range. This median gap closed substantially from 2023 from 9% median.





Fluctuations by quartile are largely driven by changes in the people who work with us and the various locations of the properties covered in the report. We are confident that we pay fairly and equally in the same or similar roles. Just minor changes in the demographics can have a big impact.

Out of the ten properties there was just two females in the most senior position, which then impacts the median.

Our mean gender pay gap

To calculate the mean pay gap, we add together all the hourly pay rates that women received, divided by the number of women in our workforce. We then repeat this calculation for men. The difference between these figures is the mean gender pay gap.

The Difference:

	Male	Female	Gap
Mean Pay Rate	£15.64	£14.49	7.3%

This year the average pay for women was 7.3% less per hour than the average pay for men. Again having just two senior leaders as females skews this rate. Departments impacting this are from Admin and general, Maintenance, Nights, Finance and Kitchen.

Our bonus pay gap

The bonus gap is the difference between the bonus pay or one-off lump-sum payments (such as recognition awards) paid to male employees and that paid to female employees. Only relevant employees who received a bonus are included in the calculation. Only a small proportion of our colleagues in these locations are eligible for a bonus. Numbers range from two colleagues up to six colleagues.

Other reasons for this is due to the types of payments which are captured by the legislative definition of bonus. Employees who receive regular small commission payments are required to be compared to the performance-based bonuses members of the senior leadership team have received in that same period. Performance based bonuses are not guaranteed, are subject to a variety of metrics and KPI's and can significantly impact whether a bonus gender pay gap is in favour of men or women. Similar to other organisations, there is a higher representation of men in the senior leadership roles for these hotels and, for the April 2024 reporting period, not all performance bonuses were paid. Upon analyzing the data, females received more by way of bonuses based on performance, a large contributing factor to the -8% gap are senior female leaders achieving their performance bonus and departments such as reception and housekeeping being rewarded/incentivized – departments that are more heavily weighted with females.

The Difference:

	Gap
Mean Bonus Pay	3.7%
Median Bonus Pay	16%

Percentage of males and females receiving a bonus in 2024

	2024
Male	56%
Female	44%

More males in these locations received a bonus in 2024. Reasons for this, mentioned above in the mean pay difference, more males traditionally commanding higher salaries due to expertise and qualifications required in areas such as Maintenance, Kitchen and Admin & General (senior roles).





Narrative and Next Steps

Ongoing analysis of the results will be undertaken by RBH as the operator to review the pay and remuneration strategy for the hotels the manage on behalf of Fragrance UK Investment Ltd and address the gender pay gap moving forward. This is now the second year the company have had to report, therefore has a comparison to work against. The mean is 7.3% compared to the "VOA gender pay gap report 2024" of 6.9%. This is exacerbated by the fact there are just two General Managers out of the ten properties. The company remained committed to reducing this gap, whilst ensuring the best person for the job is in place.

In determining pay and reward for employees, several factors are considered, including legislative requirements, general economic climate, overall company performance as well as the external market for the types of roles that are on offer in a hotel. Pay and reward has to consider all of the above factors, while at the same time recognising the work and performance over and above the required standard, through bonus and incentives schemes which are determined at departmental level.

RBH, in operating the 10 hotels, is committed to continuing to attract and retain female employees and, in the case of these hotels. Getting more females into leadership positions shall remain a focus, which forms part of RBH's strategy of having 50% of leadership positions filled by females. The split in April 2024 across all locations was 55% male V 45% female in leadership positions.

Diversity and inclusion initiatives whilst at the forefront of our strategy will be scrutinized in these locations.

Signed:

Date: January 2025

Title: Human Resources Director

