

THE LANGHAM  
LONDON

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

***Gender Pay Gap Report 2025***

## 1. Introduction

This Gender Pay Gap report published in March 2026 is based on data from April 2024 to April 2025. The Snapshot date is 5 April 2025.

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.

## 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.

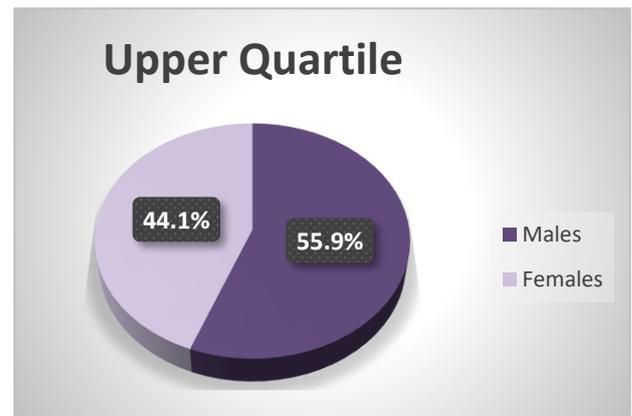
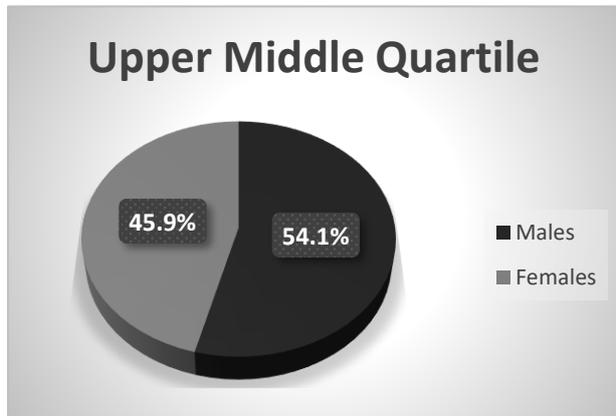
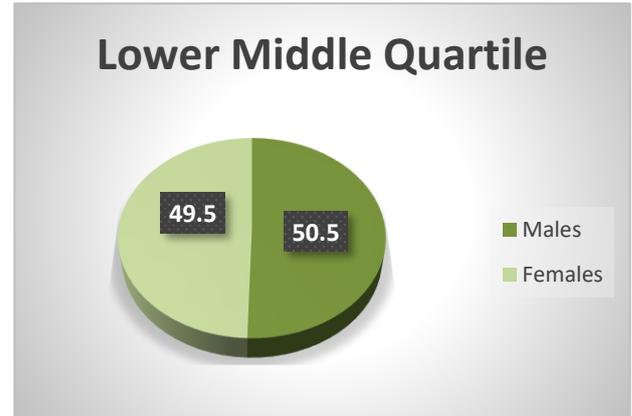
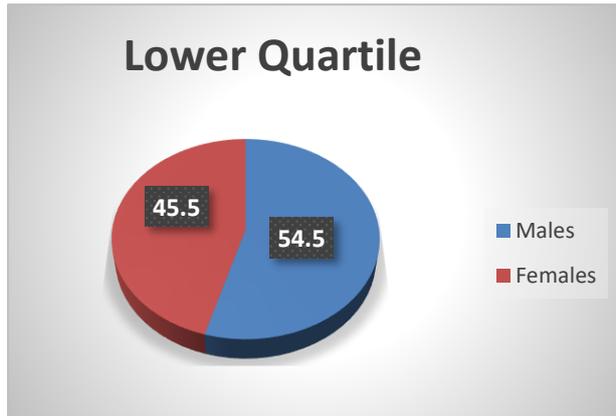
Comprising 380 bedrooms, 4 Restaurant and Bars, Meetings & Events spaces and Spa & Leisure facilities, the hotel's target market is the discerning traveller, whether business or leisure.

During April 2025, The Langham, London employed a payroll headcount of 448 colleagues, of which 387 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 thought. Every colleague lives the values and practices the essentials of our organisational culture. We build great memories for our guest as that is 'The Langham Way'.

## 3. The Langham, London's Gender Pay Gap results

Metrics	Description	Pay Gap
Mean Gender Pay Gap	Difference between mean hourly earnings	4%
Median Gender Pay Gap	Difference between median hourly earnings	1.1%
Mean Gender Bonus Gap	Difference between mean bonus earnings	9.2%
Median Gender Bonus Gap	Difference between median bonus earnings	0%
Receipt of Bonus	Proportion of male and female employees receiving bonus with the 12 month period	Male 95.8% Female 97.1%
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 raw difference between men's average pay and women's average pay across the organisation 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.

During the period for which we are reporting, our **mean rate of pay** for men was £20.29 per hour and for women, £19.48 per hour, representing a pay difference of £0.81 per hour. The mean gender pay gap **decreased** from **9.25%** in 2024 to **4%** in 2025. This decrease was most likely driven by the larger representation of women in the Upper Middle Quartile, which rose by 12.2% (from 33.7% in 2024 to 45.9% in 2025). Despite this positive shift, we remain mindful that there is still work to be done to fully close the gap and improve the representation of women in other quartiles, particularly in the Upper Quartile.

Our **median gender pay gap** reflects the difference in pay between the middle-paid man and middle-paid woman 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.

The median hourly pay for men is £17.94, while for women it is £17.75, resulting in a difference of £0.19 per hour. The median gender pay gap has decreased from **6.63%** in 2024 to **1.1%** in 2025, with the narrow difference still in existence due to variations in roles, grades, or working patterns. Nevertheless, we are pleased that the median gap is almost close to zero, and we remain firmly committed in our efforts to maintain fair and structured pay across our business.

### Mean Bonus Gap & Median Bonus Gap

Over the 12-month reporting period, **97.1% of female employees** and **95.8% of male employees** received a bonus.

**The Mean Bonus Gap** reflects the difference between the average bonus payments made to male employees and those made to female employees.

Since our last report, our mean gender bonus gap has improved significantly, **down to 9.2%** from **21.42%** in 2024. The existence of the gap is likely to be influenced by the mix of roles and seniority levels that attract higher bonus opportunities, where men are slightly more represented in the upper pay quartiles.

**The Median Bonus Gap** reflects the difference between the median (midpoint) bonus paid to male employees and the median bonus paid to female employees.

We are pleased to report that the median gender bonus measure reveals **0% gap** (an **improvement from 3% in 2024**) between the bonuses awarded to men and women, indicating that the average bonus paid to female employees is equal to the average bonus paid to male employees during the 12-month reporting period. This is predominantly influenced by the high percentage of our employees participating in flat-rate share of tronc or commission schemes, rather than percentage-based bonuses.

### Gender Distribution

Our workforce is relatively evenly split between men and women at all pay levels. In the Lower Quartile 54.5% of employees are male and 45.5% are female; in the Lower Middle Quartile 50.5% are male and 49.5% female; in the Upper Middle Quartile 54.1% are male and 45.9% female; and in the Upper Quartile 55.9% are male and 44.1% female. This pattern, with a small but consistent majority of men in the Upper Middle and Upper Quartiles, helps to explain our mean gender pay gap of 4% and median gender pay gap of 1.1% in favour of men.

The near-equal participation of those receiving bonuses (97.1% of female employees and 95.8% of male employees), highlights that bonus eligibility and reward opportunities are being applied consistently across the organisation, with slightly more women than men receiving a bonus overall.

## **4. Conclusion**

There have been some real positive improvements relating to closing the Mean and Median Pay and Bonus gap. The 4% mean pay gap and 1.1% median pay gap in favour of men largely reflect how men and women are distributed across different roles and levels, rather than men and women being paid differently for the same job. Our mean bonus gap is 0%, and almost all colleagues, regardless of gender, received a bonus in the year. The 9.2% median bonus gap indicates that the typical bonus for men is higher than for women, which we believe is influenced by role seniority and bonus opportunity in certain posts. We will continue to review our pay structures, progression routes and bonus schemes, alongside our pay quartile data, to ensure fair access to higher-paid and bonus-eligible roles for everyone.

We remain vigilant and committed to creating a work environment in which both men and women are respected, recognised and remunerated fairly for their work.

We support the fair treatment of colleagues and constantly strive to ensure our practices, particularly recruitment, career progression and succession planning, are carried out fairly and in line with the Equality Act 2010.

I can confirm the data reported is accurate.

A handwritten signature in cursive script, appearing to read 'Soennichsen'.

Stefan Soennichsen  
**Managing Director**