

THE LANGHAM  
LONDON

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

*Gender Pay Gap Report 2023*

## 1. Introduction

This Gender Pay Gap report published in March 2024 is based on data from April 2023. The Snapshot date is 5 April 2023.

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.

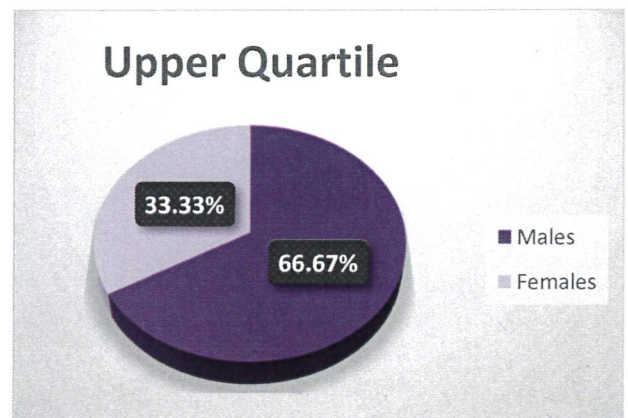
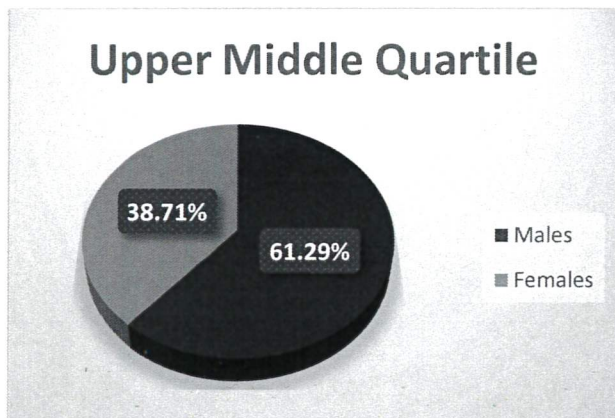
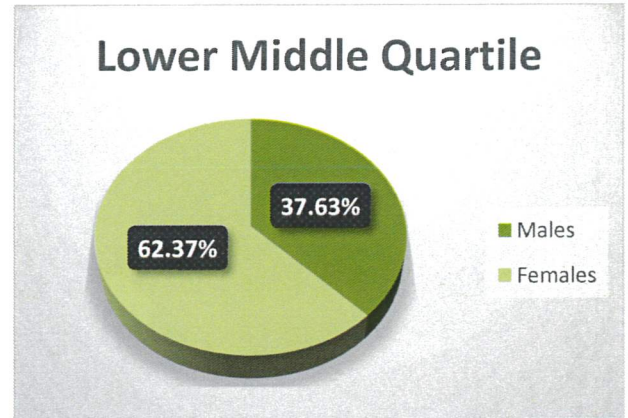
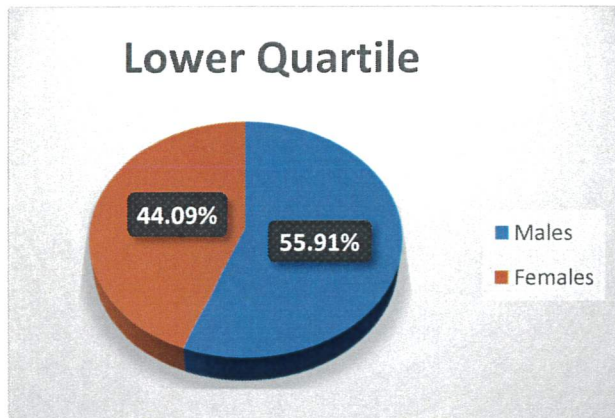
Comprising 380 bedrooms, 4 Restaurant and Bars, Meetings & Events space and Spa & Leisure facilities, the hotel's target market is the discerning traveller, whether business or leisure.

During April 2023, The Langham, London employed a payroll headcount of 406 colleagues, of which 372 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 culture. Every colleague lives the Company's values and practices the essentials of our culture.

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

Metrics	Description	Pay Gap (%)
Mean Gender Pay Gap	Difference between mean hourly earnings	14.09
Median Gender Pay Gap	Difference between median hourly earnings	7.18
Mean Gender Bonus Gap	Difference between mean bonus earnings	21.88
Median Gender Bonus Gap	Difference between median bonus earnings	0.40
Receipt of Bonus	Proportion of male and female employees receiving bonus with the 12 month period	Male 95.56 Female 95.58
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.

Our mean gender pay gap has risen from 6.22% recorded in the 2022's result to 14.09%. This represents the difference in pay of £3.30 per hour. Whilst improvements were made in the Lower Middle Quartile where women now represent 62.37% of share, the gap has widened in the Upper Middle Quartile and 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.

Our median gender pay gap has risen from 1.40% in 2022 to 7.18%. This represents the difference in hourly pay of £1.38. The factors influencing this can be attributed to the rise of the casual and part time workers, amongst which group 68% are women.

#### Mean Bonus Gap & Median Bonus Gap

Our mean gender bonus gap at 21.88% represents an improvement from 24.33% recorded in 2022, with an absolute difference of £2294.09 between the mean bonuses paid to men and women. This difference is largely influenced by the lower representation of women in the Upper Quartile.



On the other hand, the median measure produces a much narrower pay gap at 0.40% (a significant reduction from 2022's result of 5.74%), with an absolute difference of £34.78 between the median bonuses paid to men and women. The wide range of pay elements categorised as bonuses (allowances, commission, incentives, gratuities, and service charges) and the fact that 95.58% of women and 95.56% of men received a bonus in 2023 have contributed to the narrowing of the Bonus Pay Gap.

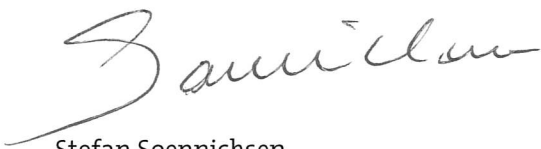
#### Gender Distribution

Traditionally, our gender distribution by quartile has favoured male over females in every quartile and has remained relatively stable over successive years. However, there has been a steady increase in the representation of women in the Lower Quarter, and for the second year in a row, women outweigh men in the Lower Middle Quartile. However, women remain under represented in the Upper Middle and particularly, the Upper Quartile.

#### **4. Conclusion**

Whilst there have been some positive improvements relating to closing the Mean and Median Bonus Gap, The Langham, London's hourly remuneration gap does need to improve. We recognise this and remain committed to creating a work environment where 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.



Stefan Soennichsen  
**Managing Director**