

Sea Containers Hotel Limited – Gender Pay Gap Report 2025

1. Introduction

At Sea Containers Hotel Limited, we are committed to fairness, equality and transparency in all aspects of employment. As an employer with more than 250 employees, we are required to publish our annual gender pay gap data in accordance with The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

This report sets out our gender pay gap figures for the 5 April 2025 snapshot date.

2. Hourly Pay Gap

Mean Gender Pay Gap

Women's mean hourly rate is **5.19% lower** than men's.

- Mean hourly pay (men): **£20.94**
- Mean hourly pay (women): **£19.86**
- Difference: **-£1.09** (favouring men)

Median Gender Pay Gap

Women's median hourly rate is **3.70% lower** than men's.

- Median hourly pay (men): **£18.76**
- Median hourly pay (women): **£18.06**
- Difference: **-£0.69**

Quartile Proportion of Full-pay Male and Female Employees

Lower Quartile

- Male **53.95%** Female **46.05%**
- Pay gap contribution **2.90%**

Lower Middle Quartile

- Male **48.68%** Female **51.32%**
- Pay gap contribution **-4.10%**

Upper Middle Quartile

- Male **56.58%** Female **43.42%**
- Pay gap contribution **2.89%**

Upper Quartile

- Male **55.26%** Female **44.74%**
- Pay gap contribution **3.50%**

3. Bonus Pay Gap

Mean Bonus Pay Gap

Women's mean bonus pay is **8.85% lower** than men's.

Median Bonus Pay Gap

Women's median bonus pay is **1.24% higher** than men's.

Proportion Receiving a Bonus

- Women receiving a bonus: **86.18%**
- Men receiving a bonus: **92.90%**

5. Statement

I confirm that the information and data reported above is accurate and has been calculated in accordance with The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Signed:

Name: David Taylor

Job Title: CEO Lore Group and Director of Sea Containers Hotel Limited

Date:

6. Notes

This report reflects all calculations provided through the Gapsquare analytics system (Brightmine), which includes the full dataset required under UK legislation.

This figures in this report have been rounded up to two decimal places.
