



APEX HOTELS GENDER PAY GAP REPORT 2021

FOREWORD

We're committed to making Apex Hotels a great place to work for all employees, and promote an inclusive culture that reflects our values and our commitment to gender diversity and equality.

The hospitality industry has been severely affected by the Covid pandemic and like many hospitality operators, Apex received financial support from the government furlough scheme in 2020 and 2021. Consequently, reporting for the April 2021 year reflects only a low number of employees meeting the qualifying criteria for Gender Pay Gap reporting, and in April 2020 year, there were insufficient numbers of employees to report.

We continue to maintain our commitment to positioning Apex Hotels as an Employer of Choice, recruiting new employees who reflect our values – Trust, Friendliness, Passion, Teamwork. Open dialogue with our employees is encouraged through our 'Talk Back' group, regular engagement surveys and the employee app, ensuring that the voice of our team members is embedded within our strategic decision-making.

All staff have access to flexible working and development opportunities, regardless of their age or gender, ensuring that all team members have the opportunity to be the best version of themselves.

A handwritten signature in black ink that reads "Angela Vickers" followed by a checkmark.

Angela Vickers
CEO

OUR GENDER PAY GAP

2021		2019		2021			2019		
MEAN GENDER PAY GAP		MEAN GENDER PAY GAP		PROPORTION OF MEN & WOMEN IN EACH PAY QUARTILE			PROPORTION OF MEN & WOMEN IN EACH PAY QUARTILE		
-11.7%		13.0%		LOWER MIDDLE QUARTILE	MEN	WOMEN	LOWER MIDDLE QUARTILE	MEN	WOMEN
MEDIAN GENDER PAY GAP		MEDIAN GENDER PAY GAP		UPPER QUARTILE	60%	40%	UPPER QUARTILE	55%	45%
-5.9%		4.4%		UPPER MIDDLE QUARTILE	63.6%	36.4%	UPPER MIDDLE QUARTILE	41.8%	58.2%
MEAN BONUS GAP		MEAN BONUS GAP		LOWER MIDDLE QUARTILE	54.5%	45.5%	LOWER MIDDLE QUARTILE	33.5%	66.5%
0%		20.8%		LOWER QUARTILE	72.7%	27.3%	LOWER QUARTILE	39%	61%
MEDIAN BONUS GAP		MEDIAN BONUS GAP		0% OF WOMEN RECEIVED A BONUS		0% OF MEN RECEIVED A BONUS		51.5% OF WOMEN RECEIVED A BONUS	
0%		0%						46.8% OF MEN RECEIVED A BONUS	

Please note: As a result of Covid 19 Pandemic and the use of the government furlough scheme, there were insufficient employee numbers meeting the qualifying criteria to produce a standard Gender Pay Gap report for April 2020.