



BE OUR GUEST



Understanding the Gender Pay Gap

Snapshot date - 4th April 2017

This document outlines a gender pay gap in terms of both hourly wage and in bonus payments.

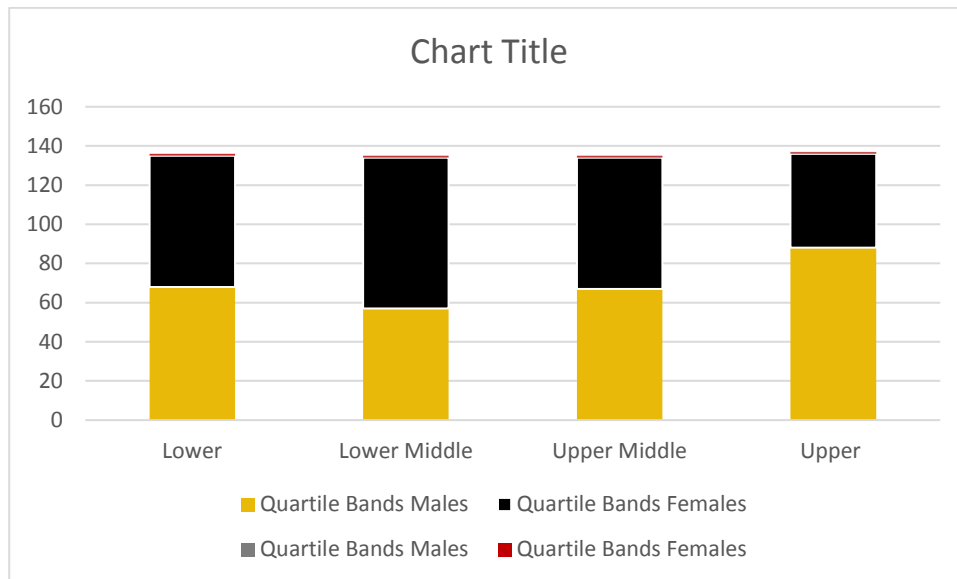
Corus & Laura Ashley Hotels have one single legal entity with more than 250 employees who we are required to provide figures for. The information below is relating to employed staff only:

Mean hourly pay gap: 10.2 %	Median hourly pay gap: 3.95 %
Mean bonus pay gap: -56.02%	Median bonus pay gap: 0.00 %

Proportion of male employees who received bonus pay: 20.71%

Proportion of female employees who received bonus pay: 24.32%

Hourly pay quartiles



As a company, we are committed to make all our processes fair and we strive for equality.

I can confirm the above data is accurate.

Khurram Mohmand
Company Secretary