



GENDER PAY REPORTING

Introduction

We are very proud to be an organisation in which women fulfil key roles in our hotels. We are continually making efforts to ensure that the gender pay gap is minimal across our businesses, we are pleased to see the progress over past years in minimizing the gap. This is important to us so that we can encourage greater opportunities for women in the workplace. We are committed to creating an inclusive work environment where all staff feel valued and fully engaged with our business.

Our business comprises five employing entities: Claridge's Hotel Limited, the Connaught Hotel Limited, the Berkeley Hotel Limited, the Emory Hotel Limited and Maybourne Hotels Limited. Maybourne Hotels Limited and the Emory Hotel Limited do not fall within the scope of the Government Regulations, however we have reported on a voluntary basis on our website.

What is the Gender Pay Gap?

The gender pay gap shows the difference between the earnings of men and women as a percentage of men's earnings. The figure is intended to provide a high-level indicator of earning power and highlight any inequalities in the market.

Gender pay is not the same as equal pay. Equal pay deals with the difference in pay between men and women who carry out the same jobs, similar jobs or work of equal value.

What are the calculations?

Hourly rates of pay

The mean is calculated by adding up everyone's rate of pay and dividing that sum by the number of rates of pay.

The median is the middle value when all the different rates are placed in order.

The figures below show our gender pay gap based on hourly rates of pay as at the snapshot date of 5 April 2024.

Pay Quartiles

All colleagues are ranked from lowest to highest by hourly rate and then allocated to each quartile based on their hourly rate.



Incentive pay

The figures below show our pay gap based on incentives paid to colleagues during the period 6 April 2023 to 5 April 2024.

As can be seen from the below statistics and comparisons, we are pleased to see progress in many of our employing entities. In particular, the following highlights should be noted:

- At The Berkeley the mean gender pay gap has decreased. Both the mean and median bonus gender pay gap have decreased substantially.
- The mean bonus gender pay gap has decreased at Claridge's, The Connaught and The Berkeley.
- At Maybourne the median bonus gender gap has decreased.
- At both Claridge's and the Connaught Hotel the median bonus gender pay gap has decreased to zero percent.
- The proportion of females in the upper quartiles at Claridge's and the Connaught have increased.
- The proportion of females in the upper mid quartile at the Connaught and Maybourne Hotels Limited have increased.
- The Emory Hotel Limited has a negative mean and median gender pay gap in favour of females.

Marc Socker
Director

Fady Bakhos
Director



Claridge's

Statistics	Results 2024	Results 2025
The mean gender pay gap	8.7%	10%
The median gender pay gap	2.5%	2.5%
The mean bonus gender pay gap	22.1%	20.2%
The median bonus gender pay gap	10%	0%
The proportion of females receiving a bonus payment	94%	94.7%
The proportion of males receiving a bonus payment	96.4%	95.0%

Proportion of Males and Females in each Quartile Band		
	2024	2025
Upper	F: 33%	34.3%
	M: 67%	65.7%
Upper Mid	F: 45.6%	44.2%
	M: 54.4%	55.8%
Lower Mid	F: 46.2%	58.7%
	M: 53.8%	41.3%
Lower	F: 31.5%	27.3%
	M: 68.5%	72.6%



The Connaught

Statistics	Results 2024	Results 2025
The mean gender pay gap	8.8%	9.8%
The median gender pay gap	-0.3%	3.1%
The mean bonus gender pay gap	14.1%	9.1%
The median bonus gender pay gap	11.5%	0%
The proportion of females receiving a bonus payment	100%	95.5%
The proportion of males receiving a bonus payment	85.3%	98.5%

Proportion of Males and Females in each Quartile Band		
	2024	2025
Upper	F: 19.8%	20.9%
	M: 80.2%	79.0%
Upper Mid	F: 45.5%	46.9%
	M: 54.5%	53.1%
Lower Mid	F: 47.5%	51.9%
	M: 52.5%	48.0%
Lower	F: 21.2%	24.2%
	M: 78.8%	75.8%



The Berkeley

Statistics	Results 2024	Results 2025
The mean gender pay gap	10%	9.4%
The median gender pay gap	1%	4.5%
The mean bonus gender pay gap	27.4%	17.9%
The median bonus gender pay gap	11.4%	4.5%
The proportion of females receiving a bonus payment	89.7%	86.2%
The proportion of males receiving a bonus payment	90.6%	88.8%

Proportion of Males and Females in each Quartile Band		
	2024	2025
Upper	F: 37.5%	33.3%
	M: 62.5%	66.7%
Upper Mid	F: 47.7%	43.7%
	M: 52.3%	56.3%
Lower Mid	F: 53.1%	49%
	M: 46.9%	51%
Lower	F: 36.8%	45.1%
	M: 63.2%	54.9%



Maybourne Hotels Limited

Statistics	Results 2024	Results 2025
The mean gender pay gap	15.7%	34.2%
The median gender pay gap	14.5%	16.8%
The mean bonus gender pay gap	34.5%	47.5%
The median bonus gender pay gap	69.1%	66.1%
The proportion of females receiving a bonus payment	65.9%	60.0%
The proportion of males receiving a bonus payment	56.5%	60.8%

Proportion of Males and Females in each Quartile Band		
	2024	2025
Upper	F: 77.8%	50%
	M: 22.2%	50%
Upper Mid	F: 71.4%	75%
	M: 28.6%	25%
Lower Mid	F: 60%	75%
	M: 40%	25%
Lower	F: 58.1%	69.4%
	M: 41.9%	30.6%

27 Knightsbridge, London, SW1X 7LY
+44 (0)20 7107 8800 info@maybourne.com
maybourne.com



The Emory Hotel Limited

Statistics	Results 2024	Results 2025
The mean gender pay gap	N/A	-9.4%
The median gender pay gap	N/A	-3.9%
The mean bonus gender pay gap	N/A	33.7%
The median bonus gender pay gap	N/A	27.3%
The proportion of females receiving a bonus payment	N/A	70.0%
The proportion of males receiving a bonus payment	N/A	69.2%

Proportion of Males and Females in each Quartile Band		
	2024	2025
Upper	F: N/A	47.0%
	M: N/A	52.9%
Upper Mid	F: N/A	45.5%
	M: N/A	54.6%
Lower Mid	F: N/A	50%
	M: N/A	50%
Lower	F: N/A	27.3%
	M: N/A	72.7%

27 Knightsbridge, London, SW1X 7LY
+44 (0)20 7107 8800 info@maybourne.com
maybourne.com