

Anglian Country Inns Ltd - Gender Pay Gap Reporting April 2021

Legislation requires all employers with over 250 employees to publish annually their Gender Pay Gap.

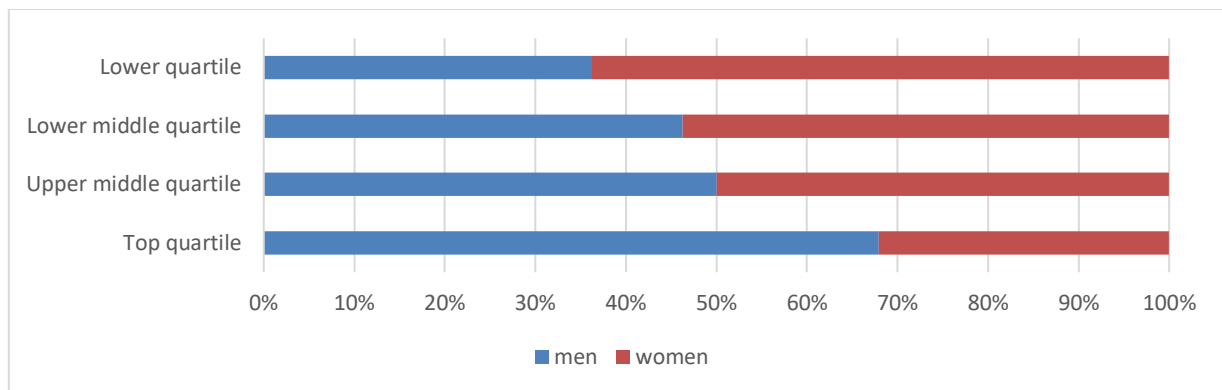
The metrics below have been calculated in accordance with Government Equalities Office Guidance on the required a snapshot date of 5th April 2021. The bonus period used for calculations in respect of bonuses is 1st May 2020 to 30th April 2021.

Difference in Hourly Rate

Women's mean hourly rate is 8.82% **lower** than men's

Women's median hourly rate 4.98% **lower** than men's

Proportion of women in each pay quartile



Who received bonus pay

48.47% of women

49.69% of men

Difference in bonus pay

Women's mean bonus pay is 26.51% **lower** than men's

Women's median bonus pay is 50.00% **lower** the men's

The hospitality industry offers plenty of opportunities for part time workers which can often attract workers that want to fit work around their family commitments. This flexibility is often favoured by female employees, which means the more senior higher paid bands seem more weighted towards male employees.

Anglian Country Inns have been investing in the development of their "People Plan". Clear careers paths and opportunities for training are available for all employees regardless of gender.

I confirm that the metrics stated above are accurate.

James Nye
Director