

Anglian Country Inns Ltd - Gender Pay Gap Reporting April 2024

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

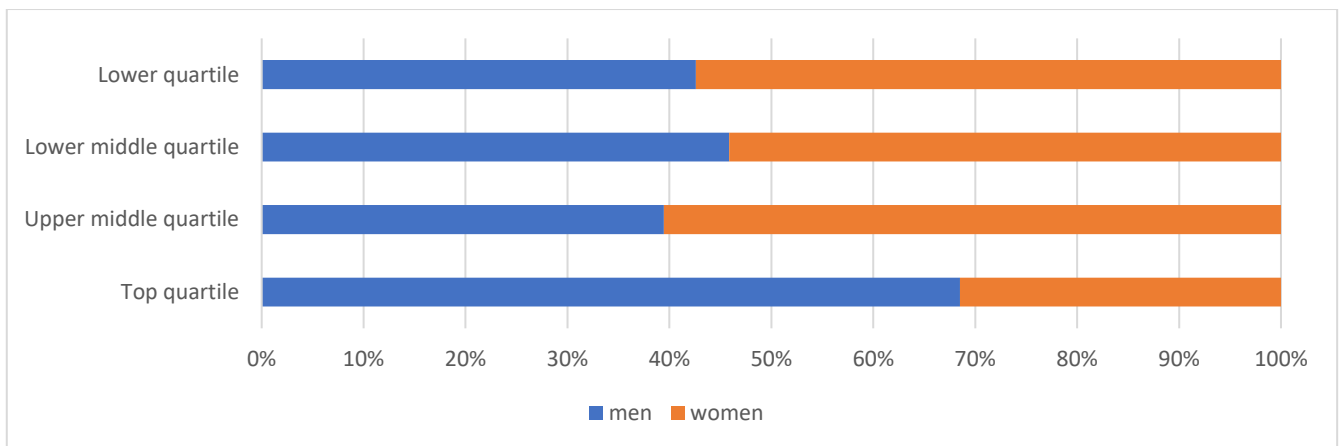
The metrics below have been calculated in accordance with Government Equalities Office Guidance on the required a snapshot date of 5th April 2024. The bonus period used for calculations in respect of bonuses is 1st May 2023 to 30th April 2024.

Difference in Hourly Rate

Women's mean hourly rate is 10.04% **lower** than men's

Women's median hourly rate 0.00% **lower** than men's

Proportion of women in each pay quartile



Who received bonus pay

11.5% of women

17.9% of men

Difference in bonus pay

Women's mean bonus pay is 32.69% **lower** than men's

Women's median bonus pay is 29.78% **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