



ROSEWOOD LONDON

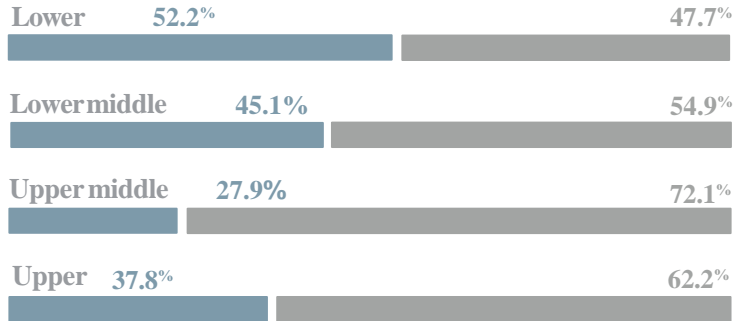
Rosewood London gender pay gap:

Mean pay gap **13.1%**

Median pay gap **10.6%**

Pay quartiles by gender:

■ Female ■ Male

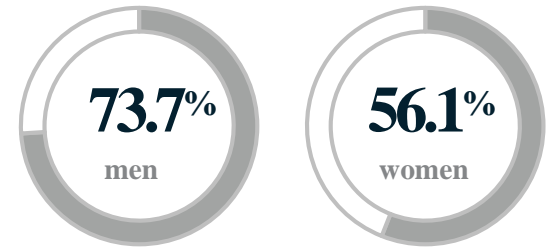


Rosewood London gender bonus gap:

Mean bonus gap **10.0%**

Median bonus gap **-14.5%**

Percentage receiving a bonus:



Calculated in accordance with The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 and includes data as of the snapshot date of 5 April 2018. Results produced for HPI UK Holding Ltd trading as Rosewood London 

ROSEWOOD LONDON GENDER PAY GAP REPORT 2018

Rosewood London is delighted to report another set of results for Gender Pay Gap reporting this year.

Whilst the pay gap for this year is slightly wider, Rosewood London remain committed to conducting regular pay audits and reviewing employees' total remuneration against;

- internal job grade structures;
- external market data, and
- alongside talent management and succession plans.

These processes require involvement from departmental managers, division executives and executive committee representatives across the business including Finance and HR. Ensuring transparency and fairness is incorporated into decision making.

During 2017 to 2018, we carried out the following:

- Align total compensation to provide clarity, compliance and competitiveness.
- Commenced a review and modernisation of our incentive schemes ensuring the needs of the business in driving revenue, quality and rewarding high performance are met.
- Reviewed the Leaders (managers) and Sales managers' bonus scheme in order to drive individual and collective performance.



I can confirm this published information is accurate.


Peter Voit
Director – HPI UK Holding Ltd


Michael Bonsor
Managing Director – Rosewood London

ROSEWOOD LONDON GENDER PAY GAP REPORT 2018

Rosewood London has taken steps to promote gender diversity in all areas of its workforce and this is demonstrated in some of our success stories.

REBECCA

Head of Entertainment and Sports Sales

Rebecca joined Rosewood London as part of the pre-opening team in 2011 as Senior Sales Manager. Her passion for the industry and determination to succeed paired with her strong business acumen, have helped the business to greatly enhance the hotel's market share within London's entertainment industry. Some of her key successes include building her far reaching global network of the movers and shakers of the entertainment industry, creating and coordinating some of the most complex guest itineraries in the hotel's history and actively enhancing Rosewood London's brand awareness.

In 2014, Rebecca was promoted to Head of Entertainment and Sport Sales and continued to drive sales in the market segment. In 2018, Rebecca gave birth to her first child and was able to make use of the Company's enhanced maternity leave benefit which allowed her to spend time with her new born baby whilst knowing that she will be able to return to her job role and continue her career.

As with many working parents, Rebecca looked at options to balance family and work life and we were delighted to be able to accommodate a flexible working arrangement that allowed her to achieve the perfect balance.

Rebecca is now pregnant with her second child and we look forward to discuss her future flexible working needs and how we can accommodate them.



TRICIA, RUTA, AUDRONE AND DIANA

Wardrobe Attendants

Rosewood Outfitters is the place where all of our associates come to get their clean uniform, shoes and everything else they need to get refined and ready for their tasks ahead. This busy environment requires a team that is supportive and extremely organised. This is exactly what our Wardrobe Attendants Tricia, Ruta, Audrone and Diana are, as they not only share 20 years' service between each other, but they also share their jobs. Over the years all of them have had evolving commitments in their personal lives that require them to work different hours than those they were contracted to meet their family commitments outside of work. This was made possible through the implementation of flexible working arrangements and a team spirit that's founded on respect and cohesiveness.



Tricia, the longest serving member of the Outfitters team says *“My personal circumstances changed in a way that I didn't anticipate so I made the formal flexible request in the hope that it could be granted. The only alternative option would have been to look for a new job. Thankfully the request was approved, and it has taken a lot of pressure off me. I am now able to spend more quality time with my little girl and my childcare costs are now considerably lower.”*

The other members of the team have similar stories to tell and it is noticeable that the arrangements are working well as the team consistently delivers outstanding service to all associates visiting the department. This unique situation is a great example of how a small department can be successfully run with every team member having formal flexible working arrangements in place.