

EMCC Ltd Gender Pay Gap Report 2018

Pay calculated for the pay period including 05/04/2018
Bonus calculated for the year 06/04/2017 to 05/04/2018

Mean Pay Differences	(%)
Item	Difference
Mean Pay	4.32
Median Pay	1.64
Mean Bonus	68.92
Median Bonus	66.5

Pay Percentages

Item	Male %	Female %
Receiving Bonus	9.09	16
Upper Quartile	42.42	57.58
Upper Middle Quartile	35.82	64.18
Lower Middle Quartile	22.73	77.27
Lower Quartile	41.79	58.21

Key Principles

- We aim to be an 'employer of choice' and are committed to the principle of equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability.
- We are also committed to the principles of equal pay for all of our employees and provide inspiring opportunities for our colleagues to grow their career, regardless of their gender, background or education.
- We are therefore confident that any pay gap does not stem from paying men and women differently for the same or equivalent work. Rather its gender pay gap is the result of the roles in which men and women work within the organisation and the salaries that these roles attract.
- We are pleased to be able to say that our gender pay gaps, do compare favourably with that of other organisations, including those within our industry.
- The mean gender pay gap for the whole economy (according to the October 2018 Office for National Statistics (ONS) Annual Survey of Hours and Earnings (ASHE) figures) is 17.1%.

At 4.32%, our mean gender pay gaps are therefore, significantly lower than that for the whole economy.

- The median gender pay gap for the whole economy (according to the October 2018 ONS ASHE figures) is 17.9%. At 1.64%, our median gender pay gaps are also significantly lower than for the whole economy.
- The proportion of female employees who received a bonus payment in the 12 months up to 5 April 2018 was higher than that for male employees.

We believe that the following measures have had a positive impact on our gender pay gap:

- In 2016 the introduction of De Vere Inspire Training Academy offering a broad catalogue of career enhancing development programmes at all levels.
 - Flow, our online e-learning portal allowing our colleagues to undertake flexible self-development, 24/7 365 from any location be that home or work. Among our programmes we offer training on Equality, Diversity and Inclusion.
 - Our partnership programmes with local schools, colleges and universities, to raise young people's awareness of the different career opportunities available within the hospitality sector, and to help dispel any misperceptions and stereotypes.
 - Current De Vere Graduate Management programme and Apprenticeship programmes provide different entry level development programmes, supporting the individual needs of candidates, whilst attracting a diverse population of applicants.
- Due to the nature of our business we try to support Flexible working by providing several different working patterns, allowing our colleagues the opportunity of finding the right role to support their needs.

I can confirm that the information in this statement is accurate.

Tom Waldron-Lynch

General Manager