



AMARIS

HOSPITALITY

Investing in brighter futures

Gender Pay Gap Report 2018 / 2019

Laser Tradeco Limited

Mer Manor Operations Limited

Maple Hotels 1 Limited

Foreword



Our people are at the heart of everything we do, with our culture built on delivering exceptional customer experiences, nurturing talent and smart investment to drive superior performance and growth. At Amaris, we have 2,500 employees working across the UK and a further 60 employees based in Ireland where we apply the same approach. As a committed equal opportunities employer, we are confident we continue to make progress in closing the gender pay gap and continue to welcome the Government's Gender Pay Gap Reporting obligations.

We work hard to promote equality and diversity amongst our workforce, and to attract and retain the best talent regardless of gender or identity. Women account for 49% of our overall workforce, and occupy 45% of Management positions.

Our results show that whilst we compare very favourably against the UK hospitality sector averages, there is more we can do in the future. The figures also reflect the fact that, in line with the industry norm, we have a higher proportion of women than men working flexible part-time hours.

Regardless, there will always be more we can do and we look forward to taking further steps to continue to close our gender pay gap.

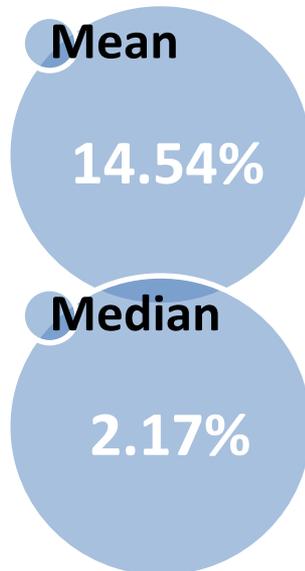
A handwritten signature in black ink, appearing to read 'Peter Stack', written over a horizontal line.

Peter Stack
Managing Director

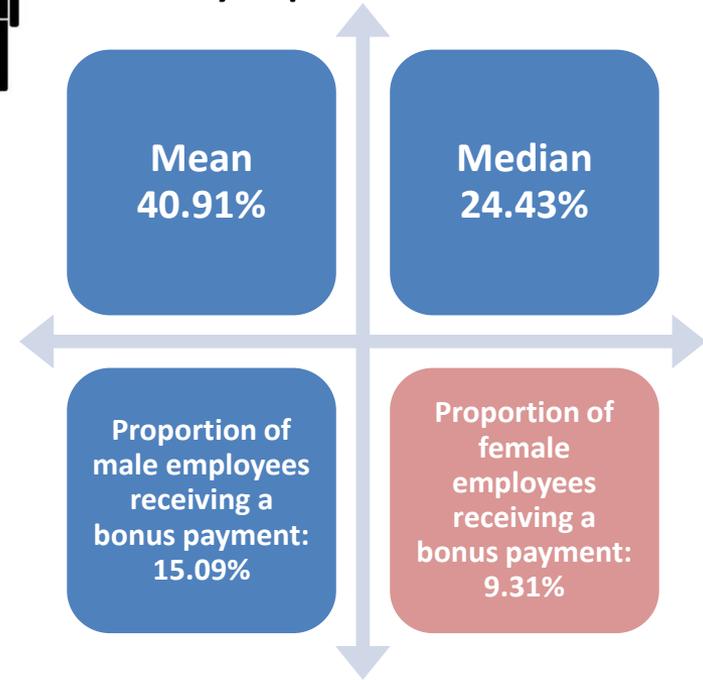
Amaris Hospitality Gender Pay Gap Report 2018/2019 – Laser Tradeco Ltd



Hourly Pay Gap Information



Bonus Pay Gap Information

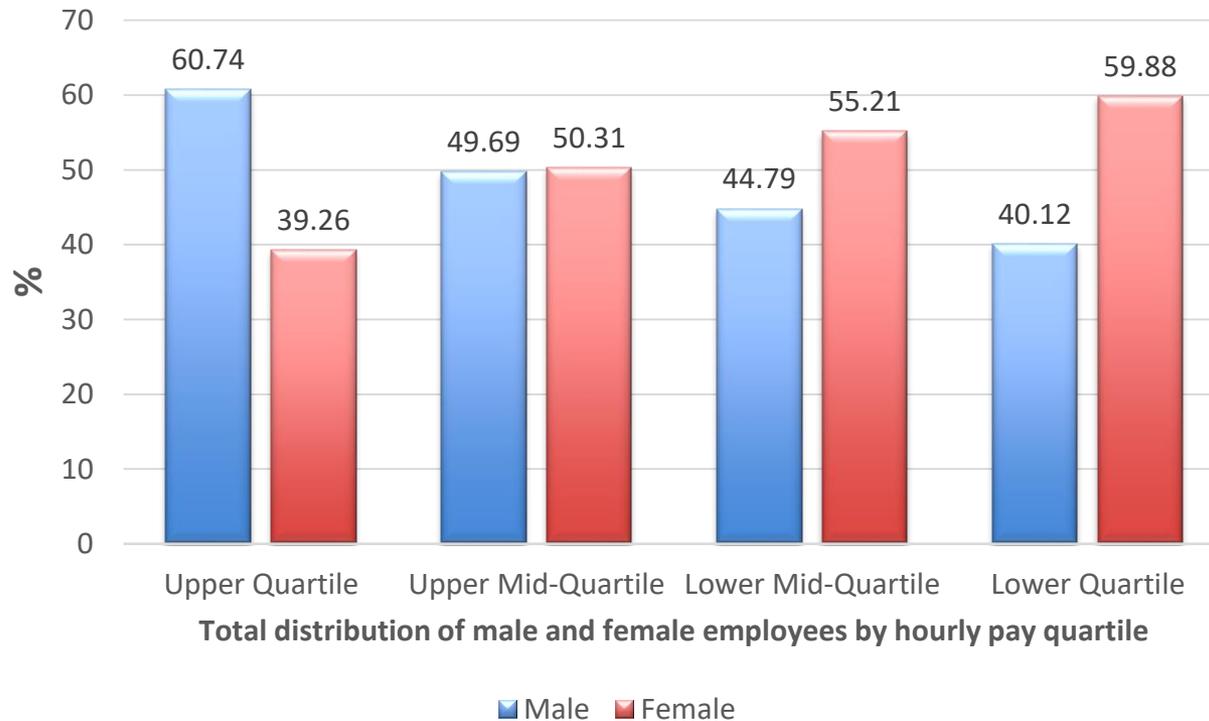


According to the Office of National Statistics, the UK's current median hourly gender pay gap is 17.9%. We are pleased to report that our hourly gender pay gaps are therefore significantly better than the UK average. Our median hourly gender pay gap in particular, which we believe is the most accurate representation of hourly rates of pay, shows little difference between our male and female members of staff and shows a reduction of 1.55% from 2017/18.

Our gender bonus pay gap reflects that we have a higher proportion of males in senior roles as opposed to females in junior part time roles. The small gap that does exist is explained by the fact that these junior positions are not eligible to receive a bonus payment.

Amaris Hospitality Gender Pay Gap Report 2018/2019 - Laser Tradeco Ltd

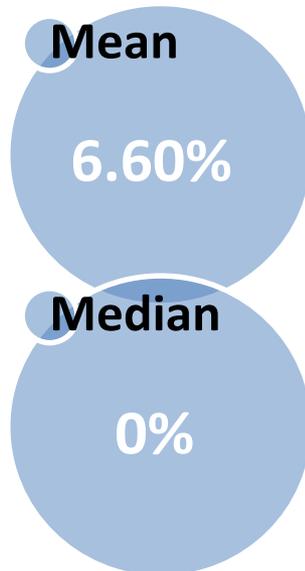
Gender Pay Statistics



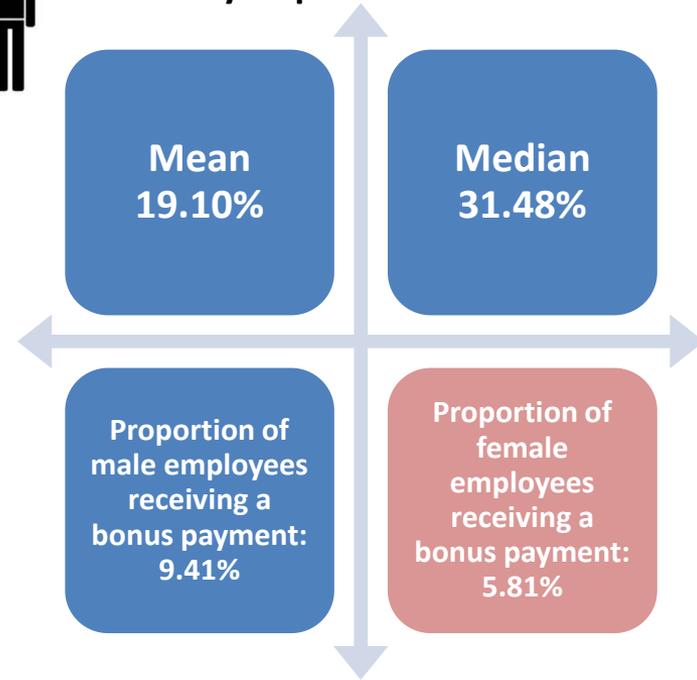
Amaris Hospitality Gender Pay Gap Report 2018/2019 – Mer Manor Operations Ltd



Hourly Pay Gap Information



Bonus Pay Gap Information

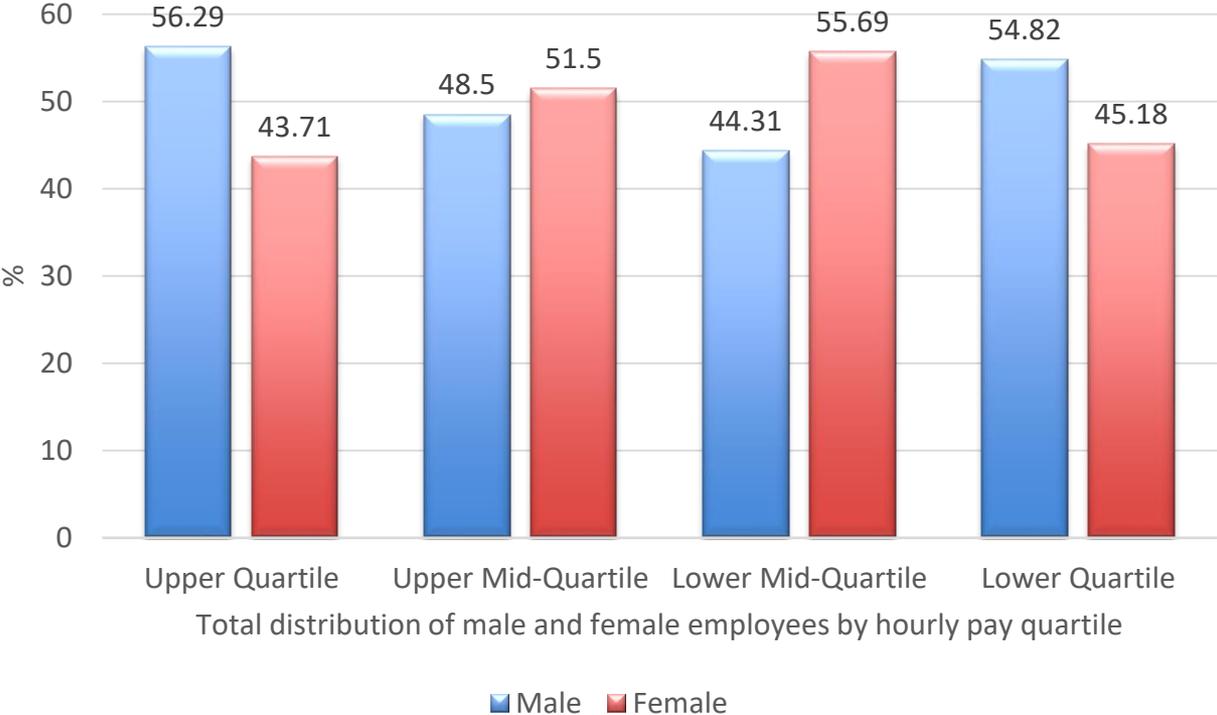


According to the Office of National Statistics, the UK's current median hourly gender pay gap is 17.9% . We are pleased to report that our median and mean hourly gender pay gaps are therefore significantly better than the UK average. Our median hourly gender pay gap in particular, which we believe is the most accurate representation of hourly rates of pay, shows **no** difference between our male and female members of staff.

Our gender bonus pay gap reflects that we have a higher proportion of males in senior roles as opposed to females in junior part time roles. The small gap that does exist is explained by the fact that these junior positions are not eligible to receive a bonus payment. We are however pleased to show we have narrowed the gap in this area by 2.54%.

Amaris Hospitality Gender Pay Gap Report 2018/2019 – Mer Manor Operations Ltd

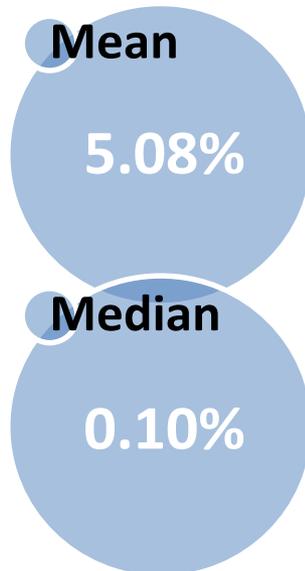
Gender Pay Statistics



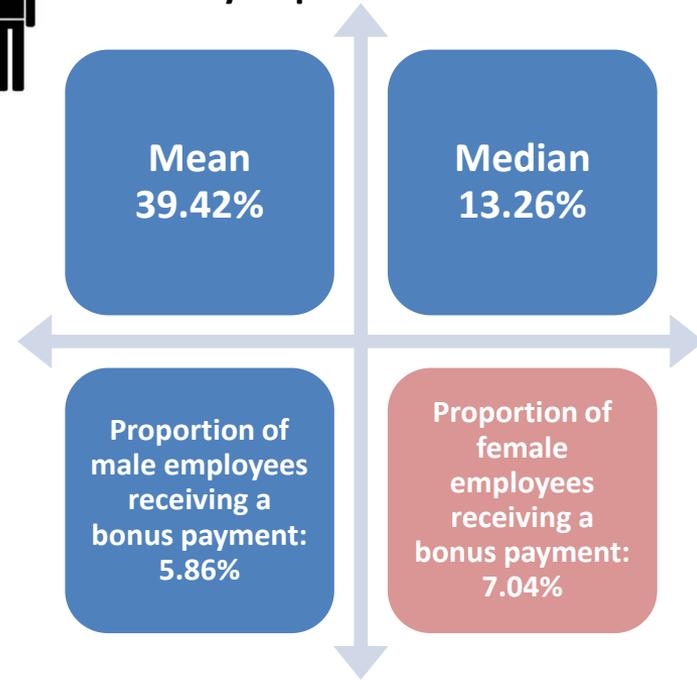
Amaris Hospitality Gender Pay Gap Report 2018/2019 – Maple Hotels 1 Limited



Hourly Pay Gap Information



Bonus Pay Gap Information

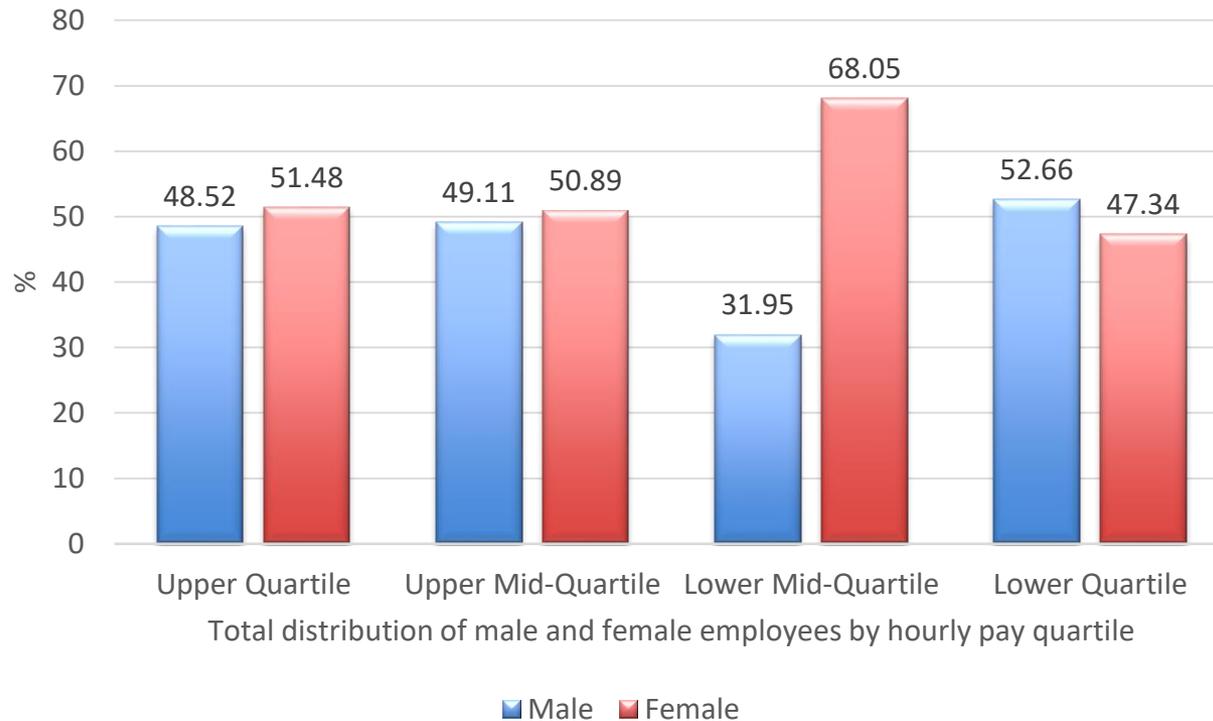


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We can also report that we have a higher proportion of female employees receiving bonus payments within this division. This is largely due to the proportion of females in management roles equating to 70%.

Amaris Hospitality Gender Pay Gap Report 2018/2019 – Maple Hotels 1

Gender Pay Statistics



Our Future

Although we are proud of the positive progress we are making, we believe there is more we can do to ensure we are creating meaningful opportunities for all within our workplace. We have more male colleagues in senior manager roles and as per the industry norm, more females working part time.

We therefore aim to increase the amount of female leaders within the organisation at General Manager level and above. We will do this through development, succession and mentoring to ensure there is a talent pipeline into senior management roles.

We will encourage an environment where everyone has the opportunity to work flexibly (not just women). We will ensure awareness is raised amongst our current workforce and at all recruitment opportunities.

I confirm the information contained within this report is accurate.



Peter Stack
Managing Director