

Atlas Hotels (Trading) Ltd – Gender Pay Gap Report (April 2025)

Atlas Hotels is pleased to report continued progress in reducing its Gender Pay Gap. As at the snapshot date of 5 April 2025, our mean gender pay gap is **3.98%** and our median gender pay gap is **4.5%**, both of which have reduced compared to the previous year. Our Gender Pay Gap is primarily driven by the distribution of men and women across different roles within the organisation. Women are overrepresented in lower-paid roles, particularly in housekeeping, and underrepresented in certain higher-paid roles, including Maintenance Technician and Nights Team positions. We are actively addressing these imbalances through a focus on internal progression, inclusive recruitment practices, and building more gender-diverse pipelines in key roles. We are encouraged by the progress made to date and remain committed to further improvement.

This report is based on data from **1,593 relevant employees** employed on the snapshot date of 5 April 2025, of whom **68% (1,089)** are female and **32% (504)** are male. This represents a slight shift from April 2024, when the workforce was 70% female and 30% male. The roles and relevant gender distributions included in this report are listed below.

Role	Women %	Men %
Housekeeping Management	91%	9%
Housekeeping Supervisory	94%	6%
Housekeeping Team	88%	12%
Hotel Management	56%	44%
Hotel Supervisory	57%	43%
Hotel Team	70%	30%
Maintenance Technicians	3%	97%
Nights Team	29%	71%

Several organisational changes have influenced this year's results. A small number of senior roles (10) were reallocated to another entity and are therefore excluded from this report, impacting bonus reporting in particular. Pay reviews were implemented in April 2024, including increases aligned to National Living Wage changes. The business also expanded with the addition of a new hotel in Folkestone (excluding housekeeping team members), and overall performance during the year impacted bonus outcomes.

When comparing hourly pay, the mean Gender Pay Gap is **3.98%** and the median Gender Pay Gap is **4.5%**, both in favour of men. These figures represent an improvement compared to 2024, when the mean pay gap was **4.6%** and the median pay gap was **8.7%**, continuing a positive downward trend.

Gender distribution across pay quartiles provides important context. Although women make up 68% of the relevant employees in this report, they represent **53% of the upper quartile, 61% of the upper middle quartile, 77% of the lower middle quartile, and 82% of the lower quartile**. This demonstrates that women remain underrepresented in higher-paid roles and overrepresented in lower-paid roles, which continues to be a key driver of the Gender Pay Gap.

In relation to bonus pay, the mean bonus gap is **1.85%** and the median bonus gap is **10.75%**, both in favour of men. This represents a change from the previous year, where the gap was favourable to women in both metrics. The primary driver of this shift is the reallocation of several senior roles outside of the reporting entity, meaning their bonus data is not included in this year's figures. This has revealed differences in bonus outcomes between male and female employees at more junior levels. Bonus structures were updated in June 2025, and their impact will be monitored in future reporting, however all bonuses paid within this entity are subject to a clear and transparent KPI model alongside business performance metrics, and so all bonus payments are calculated consistently

The Gender Pay Gap at Atlas Hotels is largely driven by the distribution of men and women across different roles. Lower-paid roles, such as Team Member and Housekeeping Assistant positions, are predominantly occupied by women (approximately 70% and 89% female respectively), contributing to the high proportion of women in the lower pay quartile. In Management roles, there is a stronger gender balance, with women well represented in Hotel Manager and Supervisory roles, .

However, some roles remain significantly imbalanced. Maintenance Technician roles, which are among the higher-paid operational positions, are overwhelmingly male dominated, with only one female employee out of 54. This imbalance is a key contributor to the Gender Pay Gap. Similarly, night roles, which attract enhanced pay rates, are also male dominated, with only 28% of night employees being female. Increasing gender balance in both of these areas remains an important focus.

We have made measurable progress over the past year in reducing our Gender Pay Gap. This has been supported by a continued focus on internal progression, strong female representation in Hotel Management and Supervisory roles, and early progress in developing more gender-diverse pipelines for Maintenance positions. Since the snapshot date, we have also recruited 33 Assistant Hotel Managers, the majority of whom were promoted internally, which we expect to positively influence future results.

Looking ahead, we remain committed to further reducing our Gender Pay Gap. Our priorities include building a more gender-balanced pipeline for Maintenance Technician roles through targeted recruitment and development, improving gender balance in night roles through more inclusive attraction strategies, strengthening career progression pathways for employees in lower pay quartiles, continuing to foster an inclusive and supportive working environment, and reviewing job advertisements to encourage more diverse applicant pools across all roles.

Atlas Hotels has made steady progress in reducing its Gender Pay Gap and improving gender representation across key areas of the business. We are confident that our continued focus on progression, inclusion, and targeted action will drive further improvement. We remain committed to transparency and to building a more balanced and inclusive workforce.