

BOLTON
STADIUM HOTEL

2024
BOLTON STADIUM HOTEL

GENDER PAY GAP REPORT

Welcome

In accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, all companies with more than 250 employees are required to disclose their gender pay gap annually. Although Bolton Stadium Hotel did not meet the minimum reporting threshold, we have voluntarily reported on the gender pay gap across its permanent staff and casual workers. The data in this report is based on the snapshot date of April 5th, 2024.

At Bolton Stadium Hotel, we believe in creating opportunities for everyone to build a fulfilling career. Empowering individuals to thrive is a cornerstone of our business. Through our commitment and sustained efforts to support and uplift our female employees, we have made significant progress toward closing the gender pay gap. This includes achieving an overall negative gap across three of the measurable quartiles, reflecting year-on-year improvement.

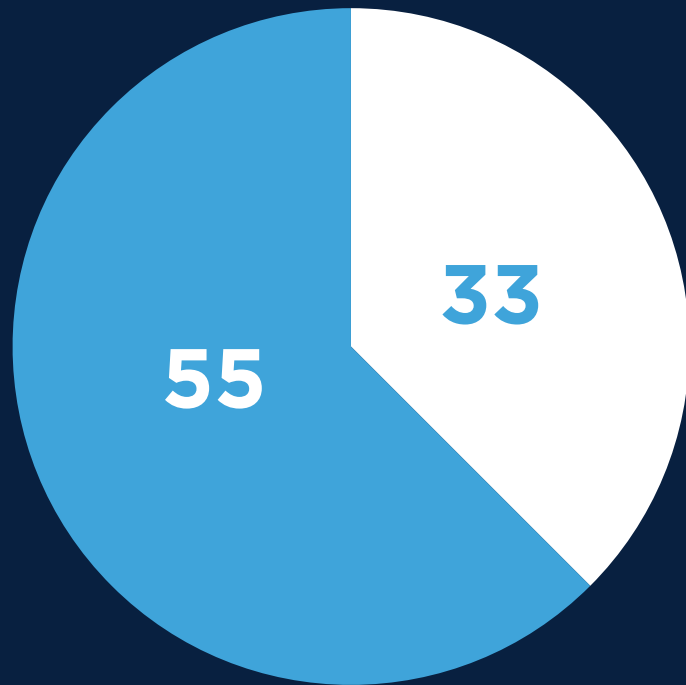
Our success stems from ensuring that everyone has access to the opportunities they need to grow and build rewarding careers. We take pride in advancing the talented women within our business at all levels.

Focusing on gender equity is just one part of our broader mission to become a truly diverse and inclusive hospitality venue. We remain committed to deepening our understanding of what inclusion means to our workforce, ensuring that everyone at Bolton Stadium Hotel feels respected, valued and represented.

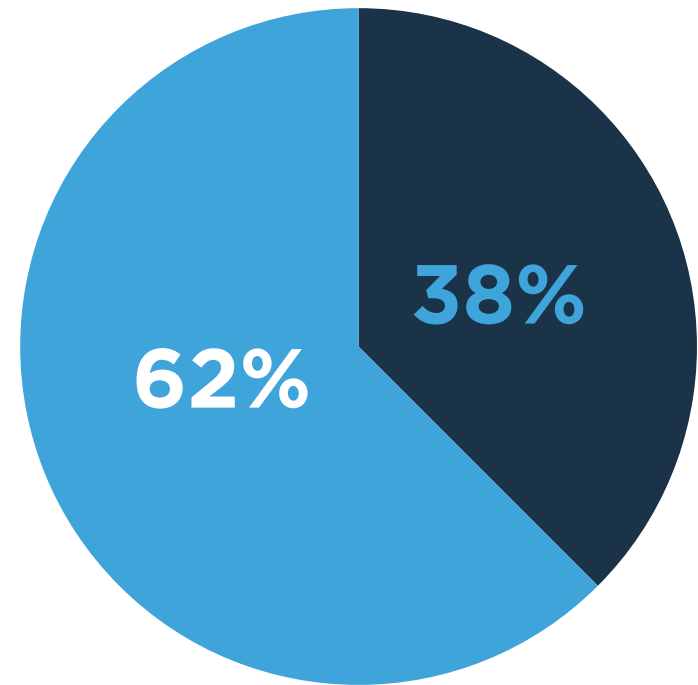
Danielle Heap
Group Head of People



Employee Gender Split



■ MEN ■ WOMEN

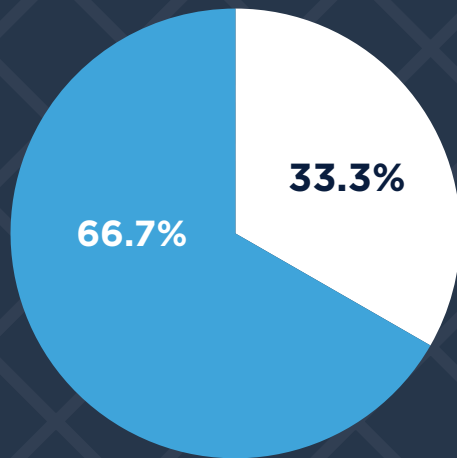


■ MEN ■ WOMEN

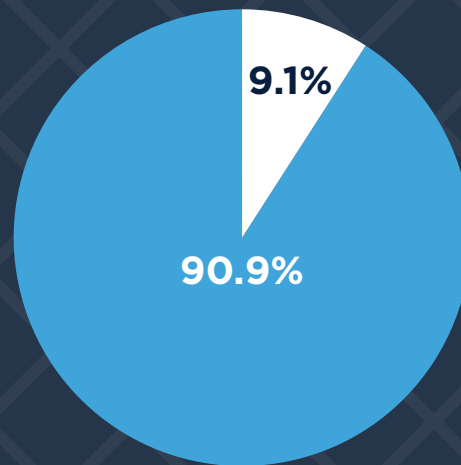
Difference in average hourly and bonus pay

Mean Hourly Pay Gap	-5.2%
Median Hourly Pay Gap	4.6%
Mean Bonus Gap	100%
Median Bonus Gap	100%

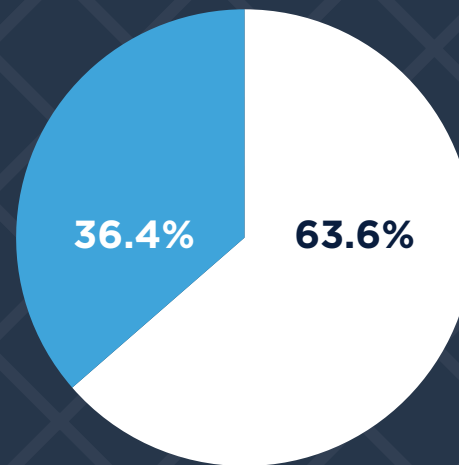
LOWER QUARTILE



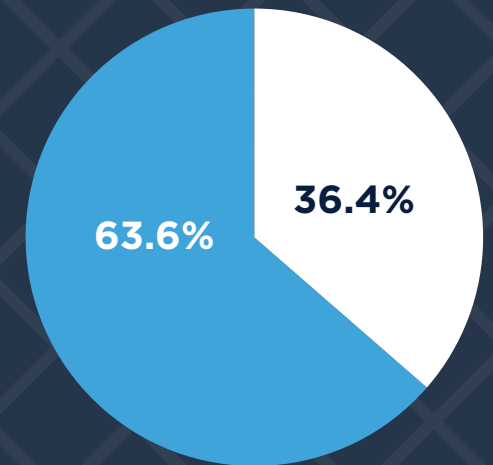
LOWER MIDDLE QUARTILE



UPPER MIDDLE QUARTILE



UPPER QUARTILE



■ men ■ women

Our Commitment

At Bolton Stadium Hotel, we are proud of the progress we've made in closing the gender pay gap year after year. To further support diversity, we actively work with our internal inclusion group to develop strategies that attract more female talent to our organisation. Additionally, we prioritise Equality and Diversity training as a core component of our onboarding and development programmes for all staff, fostering a workplace where everyone feels valued and empowered to thrive. Whilst we are extremely proud of our hotel reporting, we recognise that there is still work to be done to enhance inclusivity and increase diversity. As part of our Equality, Diversity and Inclusion strategy, we continue to develop and implement key initiatives to drive meaningful progress.

Bolton Stadium Hotel is dedicated to upholding the principle of equal opportunity in employment. We are committed to fairness in recruitment, selection, training, development and promotion, ensuring that no applicant or employee is disadvantaged based on race, colour, nationality, religion or belief, sex, sexual orientation, marital status, age, ethnicity, disability or gender reassignment.

To address the gender pay gap and promote gender diversity, we have introduced family-friendly policies such as flexible working arrangements and enhanced maternity leave. We've also implemented a Menopause Policy and provided comprehensive menopause training for all managers and supervisors, empowering them to better support our female employees.

We remain steadfast in our commitment to driving progress. We will continue to share updates on the actions we're taking and the advancements we're making toward a more inclusive and equitable workplace.

We, Phil Mason and Niaz Shazad, confirm that the information in this statement is accurate.

Signed Phil Mason and Niaz Shazad.