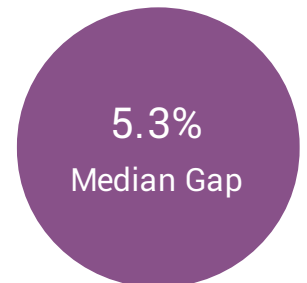
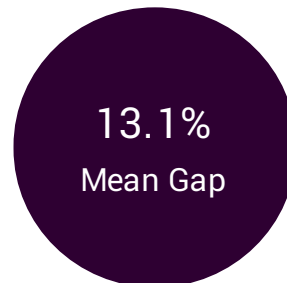


Gender Pay Gap Report For 2017

Since April 2017, legislation requires all employers of 250 or more employees to publish their Gender Pay Gap result for workers in scope as of 31 March 2017. The Gender Pay Gap is defined as the difference in the average earnings of men and women over a standard period of time. In line with mandatory requirements, ALEXANDER HOTELS details the gender pay gap for Utopia Leisure Ltd T/A Alexander Hotels between 4/6/16 and 4/5/17

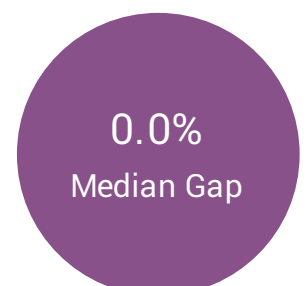
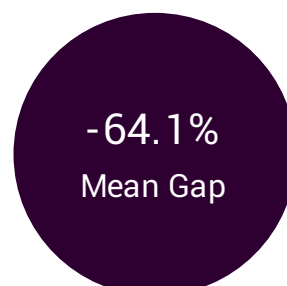
Basic Pay Gap

The Mean Gross Hourly Pay for Men and Women in Utopia Leisure Ltd T/A Alexander Hotels are £10.65 and £9.26 respectively, creating a Mean Pay Gap of 13.1%. Additionally, the Median Gross Hourly Pay is £8.34 for Men and £7.90 for Women, resulting in a Median Gender Pay Gap of 5.3%.



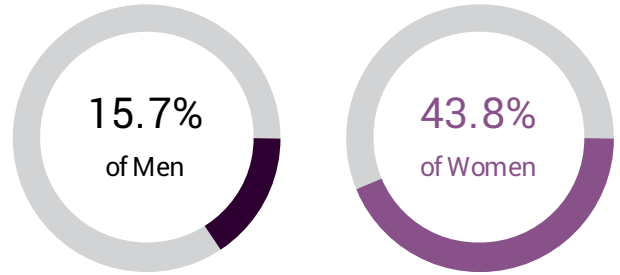
Bonus Pay Gap

The Mean Bonus Gap in Utopia Leisure Ltd T/A Alexander Hotels is -64.1% as Men's Mean Bonus Pay is £346.57, while Women's Mean Bonus Pay is £568.78. Additionally, the Median Bonus Pay for Men is £0.00 and £0.00 for Women, resulting in a Median Bonus Gap of 0.0%.

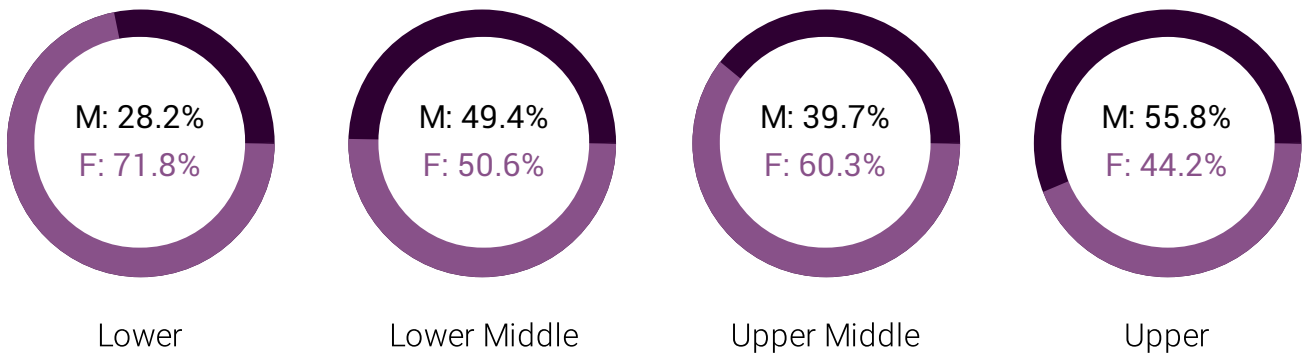


Proportions Receiving Bonuses

The Utopia Leisure Ltd T/A Alexander Hotels workforce is comprised of 43.2% of Men and 56.8% of Women. During the reporting period, bonuses were received by 15.7% of Men and 43.8% of Women.



Proportions By Pay Quartile



This illustrates the gender distribution of 310 employees at Utopia Leisure Ltd T/A Alexander Hotels across four equally sized quartiles. The distribution of Men and Women is 28.2% Men / 71.8% Women for the Lower Quartile, 49.4% Men / 50.6% Women for the Lower Middle Quartile, 39.7% Men / 60.3% Women for the Upper Middle Quartile and 55.8% Men / 44.2% Women for the Upper Quartile.

Utopia Leisure Ltd T/A Alexander Hotels is committed to the principle of equal pay for all employees and determines pay and conditions of employment that do not discriminate unlawfully and are free from gender bias. We are also committed to address current imbalances aiming to close the gender pay gap.



I confirm the data reported is accurate.
ALEXANDER HOTELS

D Hinchcliffe

Leave It All Behind