ANNER HOTEL

CONFERENCE & LEISURE CENTRE

Gender Pay Gap Report 2026

Snapshot Date:

30 June 2026

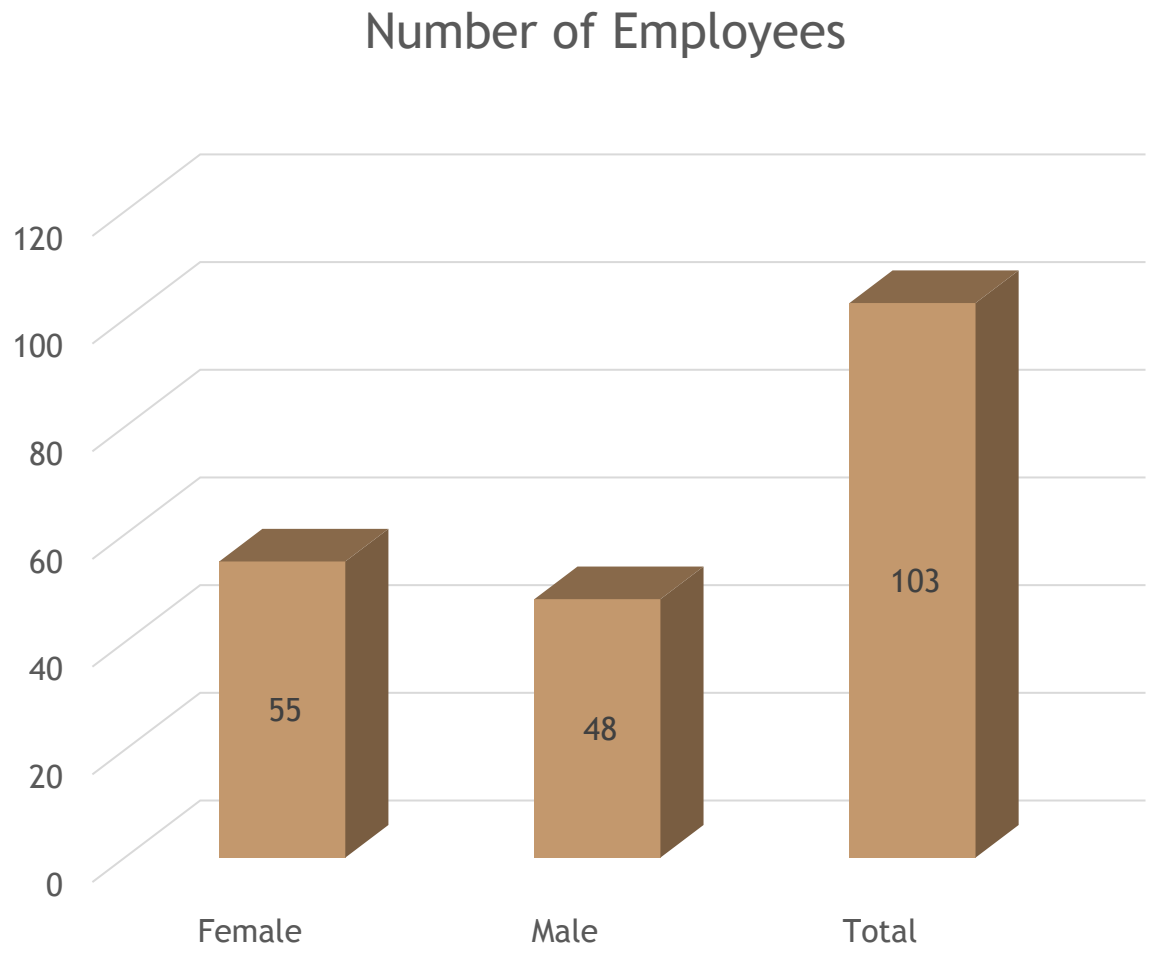
Reporting Period:

1 July 2025 to 30 June 2026

Reporting Date:

10 September 2026

Gender Breakdown



Female Gender %	53%
Male Gender %	47%

Bonus

% Of Male & Female Employees who Received Bonuses

BONUS

The proportion of relevant employees* of the male gender who were paid bonus remuneration = 13%

Total number of males in workforce 48

The proportion of relevant employees* of the female gender who were paid bonus remuneration = 9%

Total number of females in workforce 55

* relevant employees of male or female gender are those in management positions who are eligible to receive a performance-related bonus, i.e. Heads of Department or Senior Managers.

Benefit In Kind

% Of Male & Female Employees who Received Benefit in Kind

Benefit In Kind

The proportion of relevant employees* of the male gender who received a benefit in kind = 77%

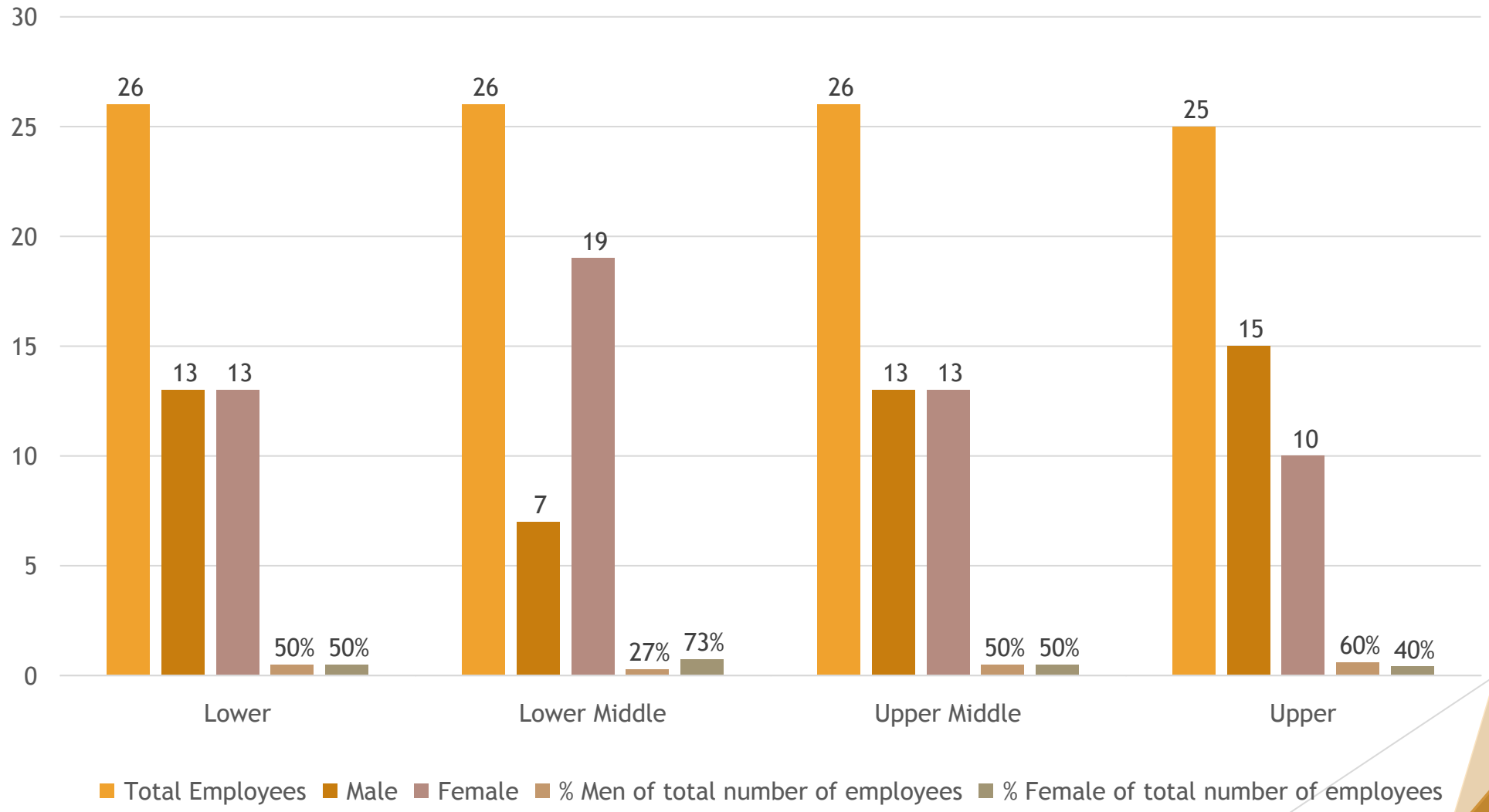
Total number of males in workforce 48

The proportion of relevant employees* of the female gender who received a benefit in kind = 89%

Total number of females in workforce 55

* relevant employees of male or female gender are those who were in employment during the Christmas period.

Gender pay gap by Quartiles



The difference between the mean hourly renumeration of all relevant employees of male gender in comparison to all relevant employees of female gender.

All Employees		**Part Time Employees**		**Employees receiving a bonus**	
Mean		Mean		Mean 10.77%	
Male 16.46		Male 14.63			
Female 15.37		Female 14.03			
Difference 6.61%		Difference 4.06%			
Median		Median		Median 25.00%	
Male 14.25		Male 14.14			
Female 13.95		Female 13.92			
Difference 2.10%		Difference 1.58%			

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Gender Pay Gap: Explanation and Actions

- **Gender Pay Gap:** Anner Hotel's 2026 Gender Pay Gap Report identified a **mean pay gap of 6.61%** and a **median pay gap of 2.10%** in favour of male employees.
- **Reason for the Gap:** The gap reflects the distribution of employees across different roles and levels within the business and does not indicate unequal pay for equal work.
- **Our Commitment:** We will continue to support fair recruitment, promotion and development opportunities, monitor pay data, and promote an inclusive workplace where all employees can progress based on merit and performance.