Wyatt Hotel Unlimited Company
Gender Pay Gap Report 2026

Introduction

Wyatt Hotel Unlimited Company's mission is to focus on giving our guests an exceptional experience, offering a personable and pleasurable stay. We do this by giving staff the autonomy and support to serve our visitors and locals, because they are the ones who consistently deliver it. An inclusive staff culture is key to delivering a great customer experience and the strong female representation within the business has been central to the company's continued success. We believe that every team member deserves to be treated fairly and with respect, no matter what. We are committed to this value of fairness and will take action to identify and alleviate inequalities where we find them. To this end we welcome the action by our government to introduce Gender Pay Gap reporting and will continue to make meaningful interventions to promote fair outcomes for all.

Wyatt Hotel Unlimited Company
2026 gender pay gap report
Summary

Proportion of all staff	MALE	47%
Proportion of all staff	FEMALE	53%

	Part-time	Temporary	All Employees
Mean difference in hourly rate of pay – mean =	0.66%	-8.69%	9.73%

	Part-time	Temporary	All Employees
Median difference in hourly rate of pay – median =	2.05%	0.00%	1.96%

	All Employees
Mean difference in bonus pay – mean =	13.79%

	All Employees
Median difference in bonus pay – median =	-14.29%

Percentage of employees who received bonus pay:	MALE	6.25%
	FEMALE	7.41%

Percentage of employees who received benefits in kind:	MALE	2.08%
	FEMALE	0.00%

	Lower	Lower middle	Upper middle	Upper
Employees by pay quartile:				
MALE	42%	35%	60%	52%
FEMALE	58%	65%	40%	48%

Our Gender Pay Gap

Rates of pay at Wyatt Hotel Unlimited Company are based on formalised pay and progression structures, to ensure every role is remunerated correctly irrespective of gender. Women continue to make up the majority of our workforce at 53%, unchanged from 2025.

Our median hourly pay gap across all employees has narrowed from 2.73% in 2025 to 1.96% in 2026. This means the typical male and female employee are paid almost the same. Our mean hourly pay gap is 9.73% (8.48% in 2025).

The gender pay gap shown in the summary above can be attributed to the following:

• Our senior management team still accounts for most of the variance, reflecting the greater diversity of roles and specialist skills in these departments. Because a small number of higher-paid roles affects the mean much more than the median, our mean gap is higher than our median gap.

• Our part-time pay gap has fallen sharply, from 3.39% to 0.66% (mean) and from 2.37% to 2.05% (median).

• Across our temporary team members the median gap is 0%, and on average female temporary employees are paid 8.69% more than their male colleagues.

• Women's representation in our upper pay quartile has increased from 46% to 48%, and in the upper middle quartile from 38% to 40%.

• A slightly higher share of female employees (7.41%) than male employees (6.25%) received a bonus. Because only a small number of employees receive bonuses, the bonus figures can move a lot from year to year. This year the mean bonus gap is 13.79% (14.29% in 2025), and the median bonus favours female employees by 14.29%.

Our Commitments to Close the Gap

We are encouraged by the progress made in 2026 and will keep working to monitor and reduce the gender pay gap through the following initiatives:

• Promotion of a better work/life balance for management positions to encourage further engagement from a wider pool of applicants.

• Where possible the continued facilitation of flexible working arrangements.

• Continued emphasis on the benefits of diversity in all roles through creating an inclusive workplace, leveraging recruitment advertising campaigns externally and supporting staff from within to grow.

• Unconscious bias training for all managers.

• Continue to drive greater visibility of female role models in the business to demonstrate advancement and growth opportunities.

• Offering mentoring to support the development and progression of our colleagues.