

De Vere - Gender Pay Gap Report (2020)

Organisations of more than 250 employees are required to publish gender specific pay data annually. For De Vere, this requires the publishing of pay data for three legal entities:

- De Vere Limited
- De Vere 2 Limited
- De Vere Wokefield Estate

At De Vere we are committed to being a truly inclusive place to work, where everyone, regardless of their gender, race, ethnicity or sexual orientation, has an equal opportunity to reach their true potential within the De Vere group.

Gender Pay Gap Results

De Vere legal entities with 250 employees or more	Hourly gender pay difference		Proportion of "full-pay relevant employees" in each quartile pay band (Male / Female)				Gender Bonus difference		Proportion of employees receiving bonus (Male / Female)
	Mean	Median	Lower quartile	Lower middle quartile	Upper middle quartile	Upper quartile	Mean	Median	
De Vere Limited	11.7%	7.6%	53.3% / 46.7%	50.0% / 50.0%	52.2% / 47.8%	63.0% / 37.0%	29.6%	-11.0%	26.0% / 25.6%
De Vere 2 Limited	25.3%	15.7%	31.8% / 68.2%	31.8% / 68.2%	40.9% / 59.1%	59.1% / 40.9%	-35.7%	-59.7%	31.1% / 35.6%
De Vere Wokefield Estate Limited	22.9%	44.5%	40.0% / 60.0%	100.0% / 0.0%	75.0% / 25.0%	75.0% / 25.0%	64.5%	50.0%	32.9% / 43.8%

Note that gender pay difference statistics are based on a "snapshot date" of 5 April 2020. All the venues operated by De Vere were closed in March 2020 as a result of the coronavirus pandemic. The snapshot results in April 2020 reflect the fact that the majority of our employees were furloughed on the government's Job Retention Scheme and are therefore not included in the gender pay difference statistics as they did not meet the criteria for being "full-pay relevant employees".

Although many of the 2020 statistics show improvements on the prior year, the results are highly distorted because of the impact of coronavirus and year on year comparisons are not considered meaningful.

Key Principles

- We aim to be an 'employer of choice' and are committed to the principle of equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability.
- We are also committed to the principles of equal pay for all of our employees and provide inspiring opportunities for our colleagues to grow their career, regardless of their gender, background or education. We are therefore confident that any pay gap does not stem from paying men and women differently for the same or equivalent work.
- We are pleased to be able to say that our gender pay gaps across the three legal entities reported, do compare favourably with that of other organisations, including those within our industry.

De Vere Initiatives

We continue to implement measures aimed at reducing pay gaps and ensuring equal opportunities for all employees. These include:

- Inspire online our e-learning portal allowing our colleagues to undertake flexible self-development, 24/7 365 from any location be that home or work. Among our programmes we offer training on Equality, Diversity and Inclusion.
- Our Employee Assistance Programme provided by Hospitality Action provides a Parenting Helpline – topics covered include: pregnancy and birth, single parenting, shared parenting, and teenage challenges.
- Our partnership programmes with local schools, colleges and universities, which raise young people's awareness of the different career opportunities available within the hospitality sector, and to help dispel any misperceptions and stereotypes.
- Our current Graduate Management programme and Apprenticeship programmes provide different entry level development programmes, supporting the individual needs of candidates, whilst attracting a diverse population of applicants.
- Due to the nature of our business we try to support Flexible working by providing 100's of different working patterns, allowing our colleagues the opportunity of finding the right role to support their needs.

I can confirm that the information in this statement is accurate.



Tony Troy

Chief Executive Officer