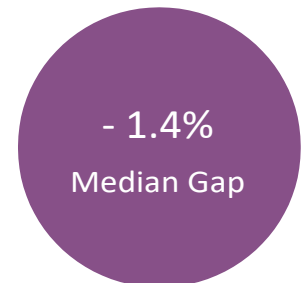
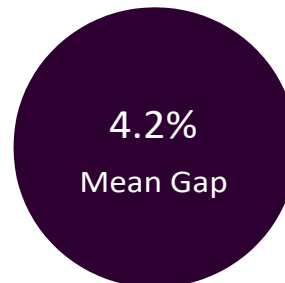


## Gender Pay Gap Report For 2019

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, Utopia Leisure Ltd T/A Alexander Hotels details the gender pay gap for Utopia Leisure Ltd T/A Alexander Hotels between 06/04/17 and 05/04/18

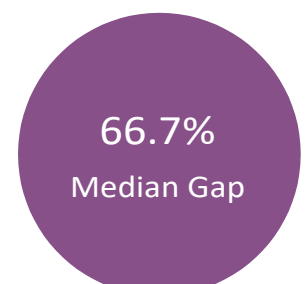
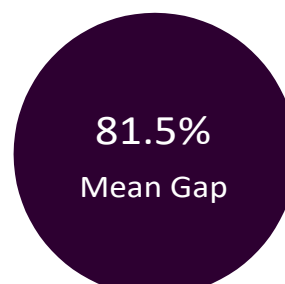
### Basic Pay Gap

The Mean Hourly Pay for women is 4.2% lower than men's at Utopia Leisure Ltd T/A Alexander Hotels; while their Median Hourly Pay is 1.4% higher. In other words, women earn 96p for every £1 that men earn at the mean hourly pay rate, and 101p for every £1 that men earn at the median rate.



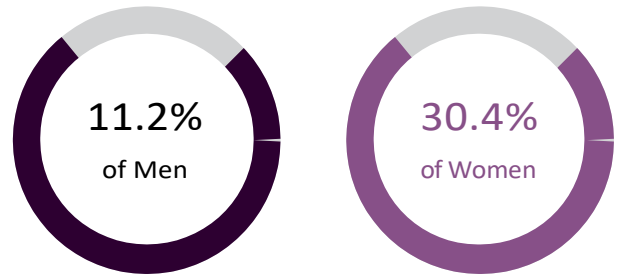
### Bonus Pay Gap

The Mean Bonus Gap in Utopia Leisure Ltd T/A Alexander Hotels is 81.5% as Men's Mean Bonus Pay is £6,800.00, while Women's Mean Bonus Pay is £1,258.82. Additionally, the Median Bonus Pay for Men is £3,000.00 and £1,000.00 for Women, resulting in a Median Bonus Gap of 66.7%.

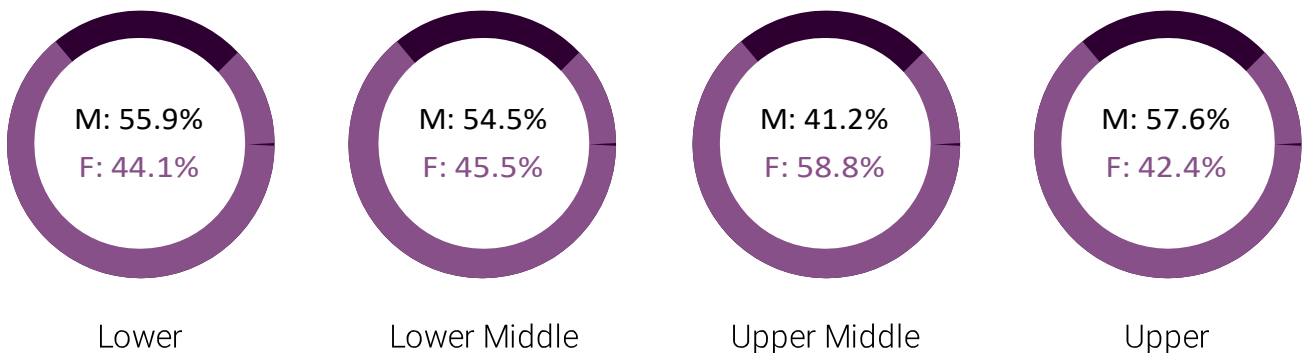


## Proportions Receiving Bonuses

The Utopia Leisure Ltd T/A Alexander Hotels workforce is comprised of 41.7% of Men and 58.3% of Women. During the reporting period, bonuses were received by 11.2% of Men and 30.4% of Women.



## Proportions By Pay Quartile



This illustrates the gender distribution of 134 employees at Utopia Leisure Ltd T/A Alexander Hotels across four equally sized quartiles. The distribution of Men and Women is 55.9% Men / 44.1% Women for the Lower Quartile, 54.5% Men / 45.5% Women for the Lower Middle Quartile, 41.2% Men / 58.8% Women for the Upper Middle Quartile and 57.6% Men / 42.4% 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.

D Hinchcliffe