

THE LANGHAM
LONDON

*Great Eagle Hotels (UK) Ltd
trading as The Langham, London*

Gender Pay Gap Report 2024

1. Introduction

This Gender Pay Gap report published in March 2025 is based on data from April 2024. The Snapshot date is 5 April 2024.

This report has been prepared in line with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 and Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017.

2. The Langham, London

The Langham, London is a luxury hotel managed by the Langham Hospitality Group, a global hospitality company based in Hong Kong, with multiple properties located in major cities over four continents. Currently, The Langham, London is one of only two properties operated within Europe.

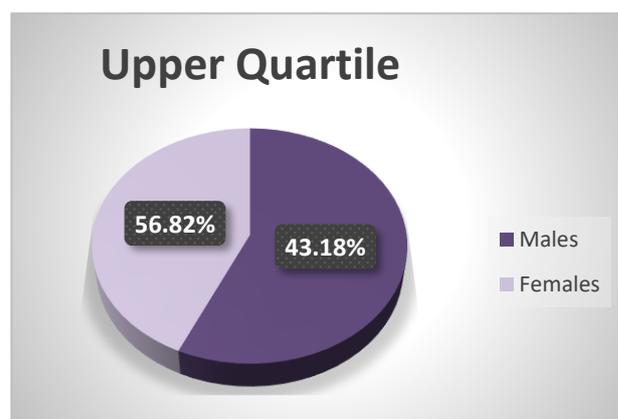
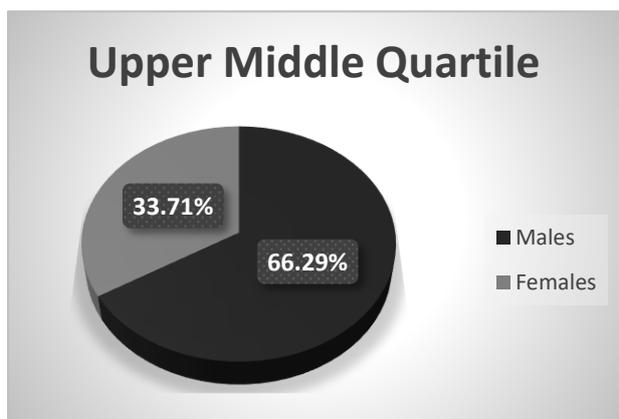
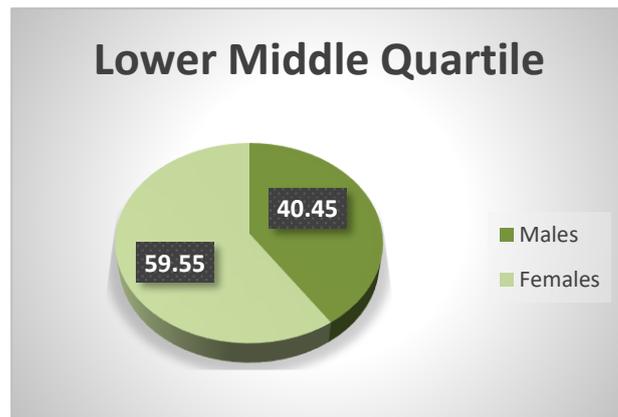
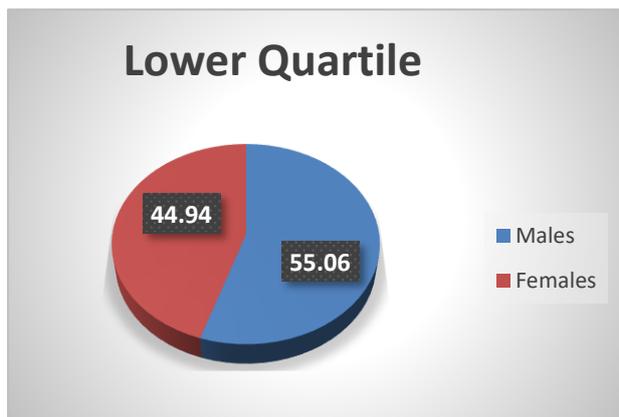
Comprising 380 bedrooms, 4 Restaurant and Bars, Meetings & Events spaces and Spa & Leisure facilities, the hotel's target market is the discerning traveller, whether business or leisure.

During April 2024, The Langham, London employed a payroll headcount of 425 colleagues, of which 350 were classified as full-pay relevant colleagues for Gender Pay Gap reporting purposes.

As a hospitality business, we place tremendous value on our human capital. Our colleagues are our most valuable asset. We foster an engaging and respectful work environment for them to achieve their career aspirations. We believe and practice fairness, trust, integrity and respect and value the diversity of people and thought. Every colleague lives the values and practices the essentials of our organisational culture. We build great memories for our guest as that is 'The Langham Way'.

3. The Langham, London's Gender Pay Gap results

Metrics	Description	Pay Gap (%)
Mean Gender Pay Gap	Difference between mean hourly earnings	9.25
Median Gender Pay Gap	Difference between median hourly earnings	6.63
Mean Gender Bonus Gap	Difference between mean bonus earnings	21.42
Median Gender Bonus Gap	Difference between median bonus earnings	3.00
Receipt of Bonus	Proportion of male and female employees receiving bonus with the 12 month period	Male 97.8 Female 98.48
Pay Quartiles	Insight into career paths	Illustrated on the next page



Mean Gender Pay Gap & Median Gender Pay Gap

Our mean gender pay gap reflects the raw difference between men's average pay and women's average pay across the organisation rather than a comparison for men and women doing the same job. We practice strict pay parity between men and women employed in the same positions.

The mean gender pay gap decreased from 14.09% in 2023 to 9.25% in 2024, which represents a pay difference of £2.19 per hour. Although male representation has slightly increased in the Lower and Upper Middle Quartiles (3% and 5% higher, respectively), female representation has significantly increased in the Upper Quartile, rising from 33.3% in 2023 to 56.8% in 2024.

Our median gender pay gap reflects the difference in pay between the middle-paid man and middle-paid woman rather than a comparison for men and women doing the same job. We practice strict pay parity between men and women employed in the same positions.

The median gender pay gap has decreased from 7.18% in 2023 to 6.63%, which represents a difference of £1.35 in hourly pay. While we are encouraged to see this reduction, the factors contributing to the existence of the median pay gap include the hotel's employment of casual and part-time workers, of whom 68% are women.

Mean Bonus Gap & Median Bonus Gap

Our mean gender bonus gap is 21.42%, showing a slight improvement from the 21.88% recorded in 2023. This corresponds to an absolute difference of £2,036.47 between the mean bonuses paid to men and

women. Although there has been an improvement in the representation of women in the Upper Quartile, male employees still make up the majority, which directly contributes to this gap.

The median measure reveals a much smaller pay gap of 3%, with an absolute difference of £236.16 between the median bonuses awarded to men and women. This median bonus gap can be largely attributed to the higher number of women working in part-time and casual positions. In these roles, service charges, commissions, bonuses, and similar payments are calculated based on the number of hours worked.

Gender Distribution

Traditionally, our gender distribution by quartile has favoured male over females in every quartile and has remained relatively stable over successive years. However, there has been a steady increase in the representation of women in the Upper Quarter, and for the third year in a row, women outweigh men in the Lower Middle Quartile.

4. Conclusion

There have been some positive improvements relating to closing the Mean and Median Pay and Bonus gap. We remain vigilant and committed to creating a work environment in which both men and women are respected, recognised and remunerated fairly for their work. We support the fair treatment of colleagues and constantly strive to ensure our practices, particularly recruitment, career progression and succession planning, are carried out fairly and in line with the Equality Act 2010.

I can confirm the data reported is accurate.



Stefan Soennichsen
Managing Director