

Welcome to the Jurys Inn Gender Pay Gap Report



Our people continue to be at the heart of everything we do, with our culture built on fairness, consistency, dignity and respect. At Jurys Inn, we have over 2,500 employees working across the UK. As a committed equal opportunities employer, we welcome the Government's introduction of the Gender Pay Gap Reporting obligations which require private and voluntary sector organisations in the UK with 250 or more employees to publish gender pay gap information about their business.

We work hard to promote equality and diversity amongst our workforce, and to attract and retain the best talent regardless of gender or identity. Women account for 51% of our overall workforce, and occupy 40% of our General Management positions. We also offer a number of development programmes to promote and support career progression amongst our staff which are open to all employees.

We are pleased with the figures we are reporting, which compare favourably against national averages and the hospitality sector in general. The figures also reflect the fact that, in line with the industry norm, we have a higher proportion of women than men working part-time.

Regardless, there will always be more we can do and we look forward to taking further steps to close our gender pay gap as we strive to meet best practice.



Jason Carruthers
Managing Director
Jurys Inn



Hourly Pay Information

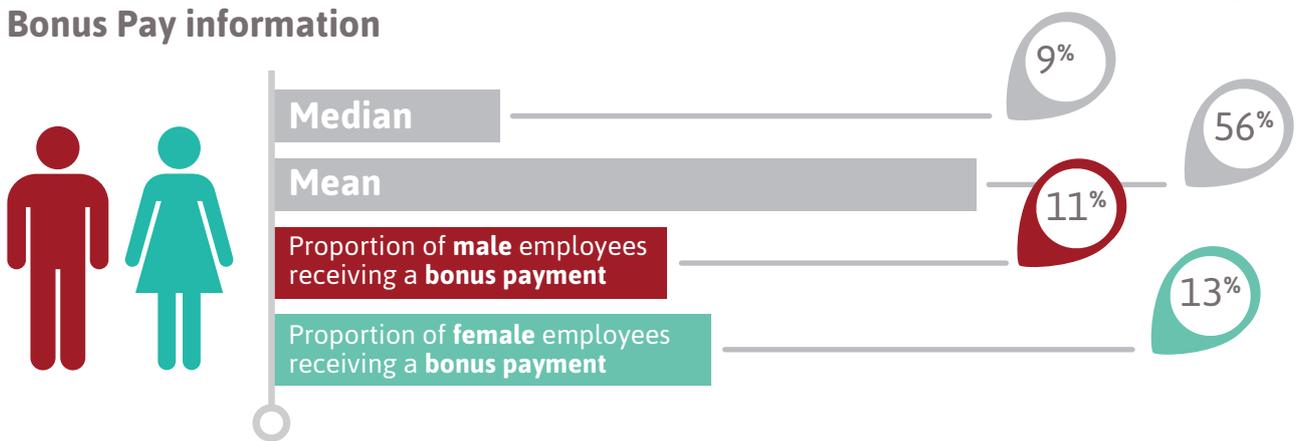


According to the Office of National Statistics, the UK's current median hourly gender pay gap is 18.4% whilst the mean figure is 17.4%. We are pleased to report that our median and mean hourly gender pay gaps are therefore significantly better than the UK average. Our median hourly gender pay gap in particular, which we believe is the most accurate representation of hourly rates of pay, shows little difference between our male and female members of staff.



Gender Pay Statistics

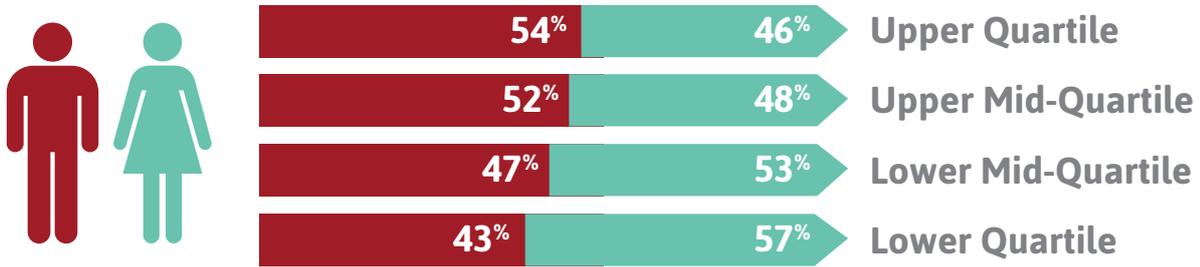
Bonus Pay information



The median bonus gender pay gap is more representative of our true bonus pay distribution.

The mean bonus gender pay gap is not representative of our true bonus pay distribution. For example, one factor affecting this is that several members of our senior management team, who are entitled to receive bonuses, are women but they are based at our Dublin head office and employed by an ROI subsidiary company of the Jurys Inn group, although their work relates predominantly to our UK business. Since they are employed by an ROI subsidiary, their pay and bonus pay information is not included in these figures.

Gender Pay Statistics



Our gender distribution shows a broadly equal split of male and female employees in each of our four quartiles. 40% of the General Managers in our hotels are female. 51% of our overall workforce are female.



Number of employees split:  = 51%  = 49%