

HICP LTD

GENDER PAY GAP April 2019

HICP Limited works in partnership with Interstate Hotels and Resorts to manage our hotels professionally. We are proud of our skilled, diverse workforce.

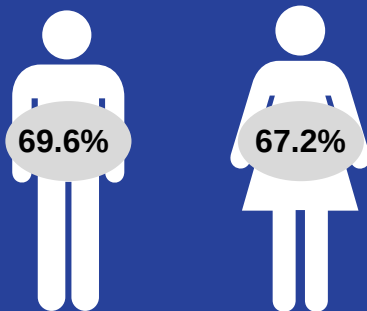
Understanding Our Pay Gap

HICP Ltd is a well balanced business and overall there is a broadly even split between male (46%) and female (54%) across our employee base, a headcount circa 1200 employees.

Within our organisation the overall **Median Gender Pay Gap** shows no differential between men and women. This represents an improvement of 2.9% on the previous year. Our overall **Mean Gender Pay Gap** has seen an increase of 2.1% on the previous year, sitting at 6.7% in favour of men.

Bonus Pay Gap

Percentage of men and women receiving a bonus:



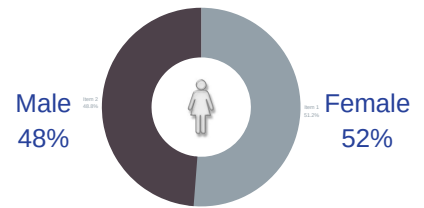
Our **mean bonus pay gap** is in favour of men at 3.0%. Our **median bonus pay gap** -19.7% which in real terms means this is in favour of women.

Bonus opportunities in the company are available at all levels and not only in traditional higher paid roles.

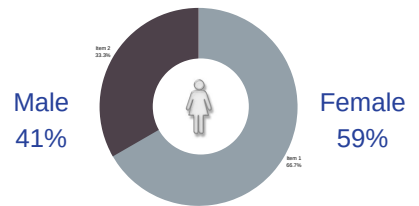
*bonus calculation have been reclassified to include festive period payments

PAY QUARTILES

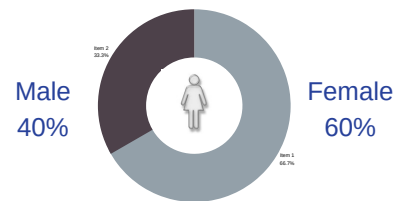
Upper Quartile %



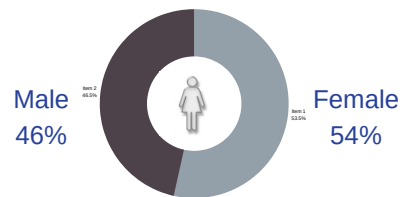
Upper Middle Quartile %



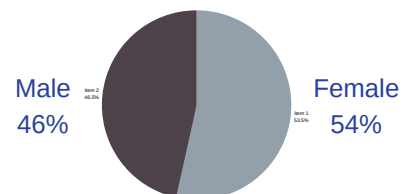
Lower Middle Quartile %



Lower Quartile %



Overall Gender Split %



We continue to be committed to attracting, retaining and developing the very best talent and believe in creating excellent job opportunities for every level throughout the organisation, regardless of gender.