



Gender Pay Gap 2025 – UK (The Grand)

Overview and Context

The Grand in Brighton joined the Leonardo Hotels UK & Ireland portfolio in 2023. Leonardo Hotels UK & Ireland is part of the Fattal Hotel Group, one of the leading and fastest-growing hotel chains in Europe, with over 300 hotels in 130+ destinations. Leonardo Hotels UK & Ireland manages 57 hotels across 36 locations.

The Grand operates as a separate legal entity and therefore requires separate reporting.

At the point of the reporting period of 5th April 2025, The Grand, Brighton had 253 employees that were classed as ‘full pay relevant employees’ for the purposes of gender pay reporting.

Our management team is spread across both the UK and Ireland, and across multiple legal entities. In the case of the Grand, there are a small number of management roles that sit within the property, and these positions can make an outside effect on any results depending on the gender spread of these roles

Hourly Pay Information

For context, in 2024 the Office for National Statistics (ONS) provisionally reported that the UK median Gender Pay gap sat at 12.8%, down from 13.1% in 2024.

Our 2025 results are presented below:

Measurement	2025 Results
Mean GPG	2.4%
Median GPG	0.6%

The mean median gaps for the property have remained low year-on-year, and continue to sit well below the national average ONS figures.

We have also produced gender quartiles, below:

	Males % 2025	Females % 2025
Q1 (Highest Paid)	36.9%	63.1%
Q2	55.6%	44.4%
Q3	39.7%	60.3%
Q4 (Lowest Paid)	41.9%	58.1%

The total gender split across the business is 43.5% Male / 56.5% Female. Our quartiles broadly represent this split throughout. The weighting is close to an equal split in each quartile, supporting our commitment to equal opportunities for both male and female employees to progress within the business.

Bonus Pay Information

Our reportable bonus pay information can be found in the tables below:

Gender	Proportion Receiving Bonus
Male	6.4%
Female	7.0 %

Measurement	2023 Results
Mean Bonus	72.4%
Median Bonus	64.4%

Bonuses within Leonardo Hotels are paid on a discretionary basis and based on performance. In roles with bonus plans, men and women have an equal opportunity to earn bonuses based on their performance. We continue to review our reward structures across the business to ensure they remain fair and consistent for everyone.

Business Plans to Reduce Pay Gaps

Leonardo Hotels UK and Ireland is committed to ensuring that opportunities for promotion and growth are available to all employees across the business, regardless of gender.

The Group offers numerous training programmes at key levels across the business, from improving practical skills for entry-level roles in our main departments across the business, to graduate and management programmes that support the development of the next generation of managers who may go on to run our hotels in the future. These programmes are advertised both internally through communication channels, and also advertised externally on the Group careers site and on job adverts to attract candidates.

The programmes are available to all employees, regardless of background, and we actively monitor gender representation in each of our developmental programmes and take proactive steps to support balanced participation and fair advancement.

The Company offers flexible working opportunities and family friendly policies/benefits to all employees, and a number of its senior employees avail themselves of them.

The Company continually reviews pay rates for employees in similar roles to ensure fairness in pay, regardless of gender. Pay rates are also measured against external benchmarks to ensure the Company remains competitive.

In 2023, the Company published its Diversity, Equity and Inclusion (“DEI”) policy to complement the existing DEI charter, and there are targeted actions to ensure equal opportunities at every step of an employee’s career, from using gender-neutral language in job adverts to equal access to promotion and training opportunities. The Company also holds twice yearly employee surveys to understand employee sentiment and engagement, which can be reviewed based on gender, ethnicity and other diversity characteristics so appropriate actions or initiatives can be considered.

