

## Travelodge UK Hotels Limited gender pay disclosure for 2019

We are pleased to publish our Gender Pay Gap report for 2019.

Travelodge is proud to be an equal opportunity employer with a diverse team of which 74 % are female.

With the majority of our team members paid the national living wage, we pay equally for roles of like requirements and skill and this is reflected in our median pay gap of 5.1 %, an improvement of 1.4pts from 2018. Our mean pay gap is 14.3 %, an improvement of 0.4pts from 2018, and is largely due to a greater representation of males in more senior roles.

The improvement in our mean gender pay gap is predominantly driven by our hourly paid employees (proportionally more female) closing the gap with salaried employees (proportionally more male) due to greater percentage increases in pay for our hourly paid employees.

There is an increase in female representation in the upper quartile from 60 % in 2018 to 62 % in 2019 and a slight change in the lower quartile from 20 % male in 2018 to 21 % male in 2019.

We maintain good representation of females at the more senior levels. 38 % of our operating board members and 50 % of our regional operations directors are female. Our opportunity to improve our gender pay gap position remains our long-term plan to further strengthen female representation at the more senior levels as well as moving towards more flexible working practices and attracting female talent into roles predominantly undertaken by males, such as maintenance. For our hourly paid roles we continue to provide more certainty of hours and take home pay, and are exploring opportunities to increase the earnings of this group via increased productivity and variable pay.

Government guidance in relation to the gender pay gap calculations has evolved over the course of the last 3 years. We have updated our calculations accordingly and included these for comparability.

The table below shows our progress from 2017 to 2019.

Measure	2017	2018	2019
Mean Gender Pay Gap	15.3 %	14.7 %	14.3 %
Median Gender Pay Gap	6.9 %	6.5 %	5.1 %
Mean Bonus Gender Pay Gap	58.9 %	53.6 %	47.5 %
Median Bonus Gender Pay Gap	10.0 %	-4.2 %	8.0 %
Receiving a bonus payment	8 % Males 5 % Females	15 % Males 6 % Females	17 % Males 7 % Females
Upper Quartile	40 % Male	40 % Male	38 % Male
Upper Middle Quartile	29 % Male	29 % Male	28 % Male
Lower Middle Quartile	22 % Male	20 % Male	23 % Male
Lower Quartile	20 % Male	20 % Male	21 % Male

### Reporting requirements

Provided below are the statutory figures

### Pay information

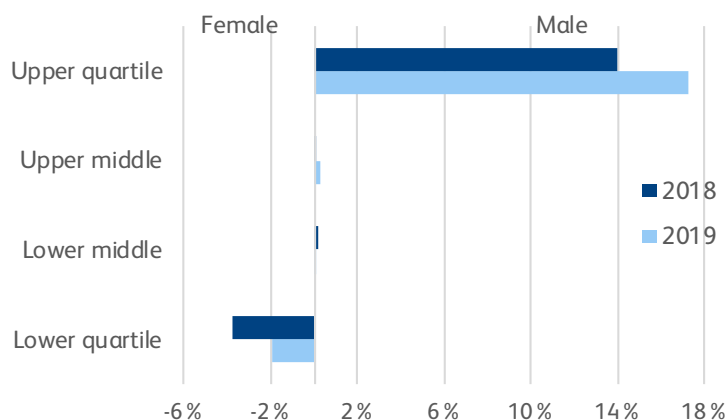
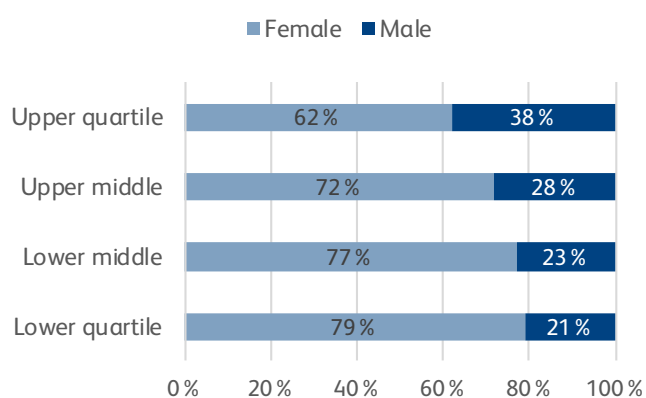
	2019	Change
Mean hourly pay difference between male and female employees	14.3 %	-0.4 %
Median hourly pay difference between male and female colleagues	5.1 %	-1.4 %

### Our overall gender pay gap is 14.3 %

Our overall gender pay gap is 14.3 %, an improvement of 0.4pts from 2018. The national average is 17.3 %.

Our median pay gap is 5.1 %, an improvement of 1.4pts from 2018. The national average is 8.6 %.

## Pay quartiles by gender representation and mean pay gap



The upper and lower quartiles are the main influence in the company's mean pay gap of 14.3% with the upper quartile having a higher proportion of males compared with the other quartiles and the lower quartile having a higher proportion of females. We have seen an improvement in both this year.

	2019	Change
Mean bonus pay gap between male and female employees	47.5%	-6.1%
Median bonus pay gap between male and female employees	8.0%	+12.2%
Percentage of employees of the total workforce who earned bonus	Male	17%
	Female	7%
		+2%
		+1%

Travelodge's mean bonus pay gap is 47.5%, an improvement of 6.1pts from 2018 which is a result of more females performing better and earning higher bonus amounts compared with their male colleagues. Our median bonus pay gap is 8.0% in favour of males. 17% of male employees received a bonus compared to 7% of female employees because a higher percentage of males occupy roles attracting higher levels of bonuses.

Whilst there is a 12.2pt change in favour of males between 2019 and 2018, this equates to around £100 in monetary value and, as a result we might expect our median position to change both positively and negatively by this order of magnitude over the coming years, as can be seen from the 14.2pt change in favour of females between 2017 and 2018.

I confirm that the information reported is accurate and meets the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Hannah Thomson  
People Director