

Travelodge UK Hotels Limited gender pay disclosure for 2018

Travelodge is proud to be an equal opportunity employer, with a highly diverse team of which 73 % are female, including 61 % of our hotel managers and 87 % of our housekeeping team members.

We pay our people equally for like jobs and experience, reflected in our median gender pay gap of 6.3 %. Our mean gender pay gap is 13.9 %, principally as a result of greater representation of males in more senior roles and due to a higher number of male employees working at night, which attracts a premium payment as common in the industry.

Encouragingly our mean gender pay gap has reduced year on year by 0.6pts. This has been driven by the introduction of new entry-level management roles opening up opportunities to enable our predominantly female, hourly paid employees to earn more. The roles lend themselves to more flexible working arrangements, including supervisory roles for housekeeping, restaurants and reception.

In common with many UK businesses, our main opportunity is to further strengthen female representation at more senior levels. For instance, the percentage of males by pay quartile rises from 22 % in the lower quartile to 39 % in the upper quartile.

We have made good progress in recent years at strengthening female representation at the upper levels, with almost half of our operating board members and half of our regional directors now women. We are working to do more and recent changes include greater consideration to appropriate language in role descriptions, more encouragement of flexible working practices and use of applications and resumes omitting gender identification at a senior level.

Reporting requirements

Provided below are the statutory figures

Pay information

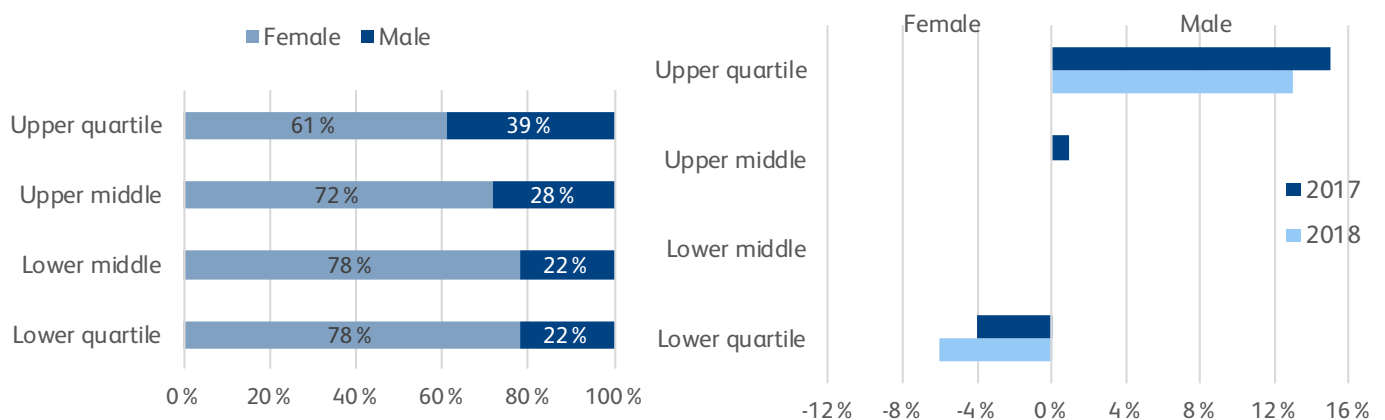
	2017	2018
Mean hourly pay difference between male and female employees	14.5 %	13.9 %
Median hourly pay difference between male and female colleagues	6.3 %	6.3 %

Our Median gender pay gap is 6.3 %

Our median pay gap is primarily driven by proportionally more male, hourly paid employees working unsociable hours which attracts a premium. This is unchanged from last year.

Our mean pay gap has improved by 0.6pts thanks to the introduction of new entry level management roles attracting predominately female employees.

Pay quartiles by gender representation and mean pay gap



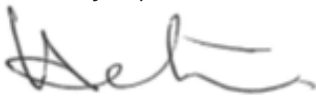
Male representation in the upper quartile has reduced by 1pt from 2017. When calculating the mean Gender Pays by pay quartile we can see the upper quartile is the main influencer with a 14.1 % mean gap, the mean gaps in remaining quartiles is negligible with instances such as the lower quartile favouring females.

	2017	2018
Mean bonus pay difference between male and female employees	58 %	53 %
Median bonus pay difference between male and female colleagues	9 %	-6 %
Percentage of men and women who were paid bonus pay within a 12 month period	Male 15 % Female 6 %	

The higher percentage of males in roles that tend to attract more variable pay elements is reflected in the fact that 15 % of male employees received a bonus payment compared to 6 % of women. The higher level of male representation in our relatively small senior leadership team also has an impact on the reported bonus pay gap. The mean bonus pay gap is 53 % in favour of male employees, however, the median pay gap is -6 % in favour of females. Although proportionally more males received bonus payments, there is a higher volume of low-value bonus payments made to male employees.

We have refiled our 2017 report to reflect updated guidance on the definition of regular hours for hourly paid workers and to correct an omission on shift premium payments. This methodology is consistent with the 2018 report.

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