



# FARNHAM ESTATE

SPA & GOLF RESORT

## Gender Pay Gap Report 2023

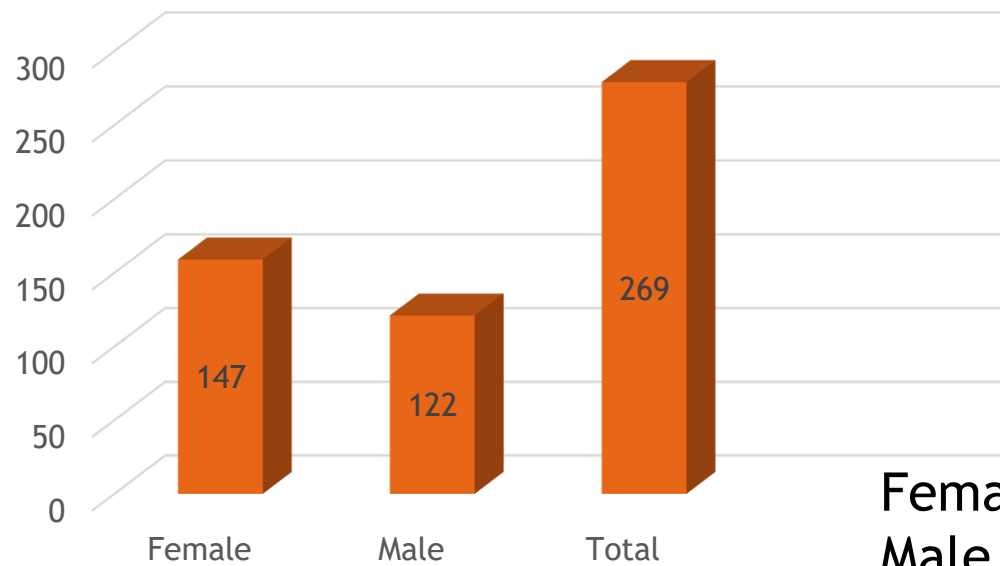
Snapshot Date  
30 June 2023

Reporting Period:  
June 30th 2022 to June 30th 2023

Reporting Date:  
30<sup>th</sup> December 2023

# Gender Breakdown

Number of Employees



Female Gender % 55%  
Male Gender % 45%

# Bonus & Benefit In Kind

% Of Male & Female Employees who Received Bonuses & Benefit in Kind

## BONUS

The proportion of relevant employees of the male gender who were paid bonus remuneration = 6.6%

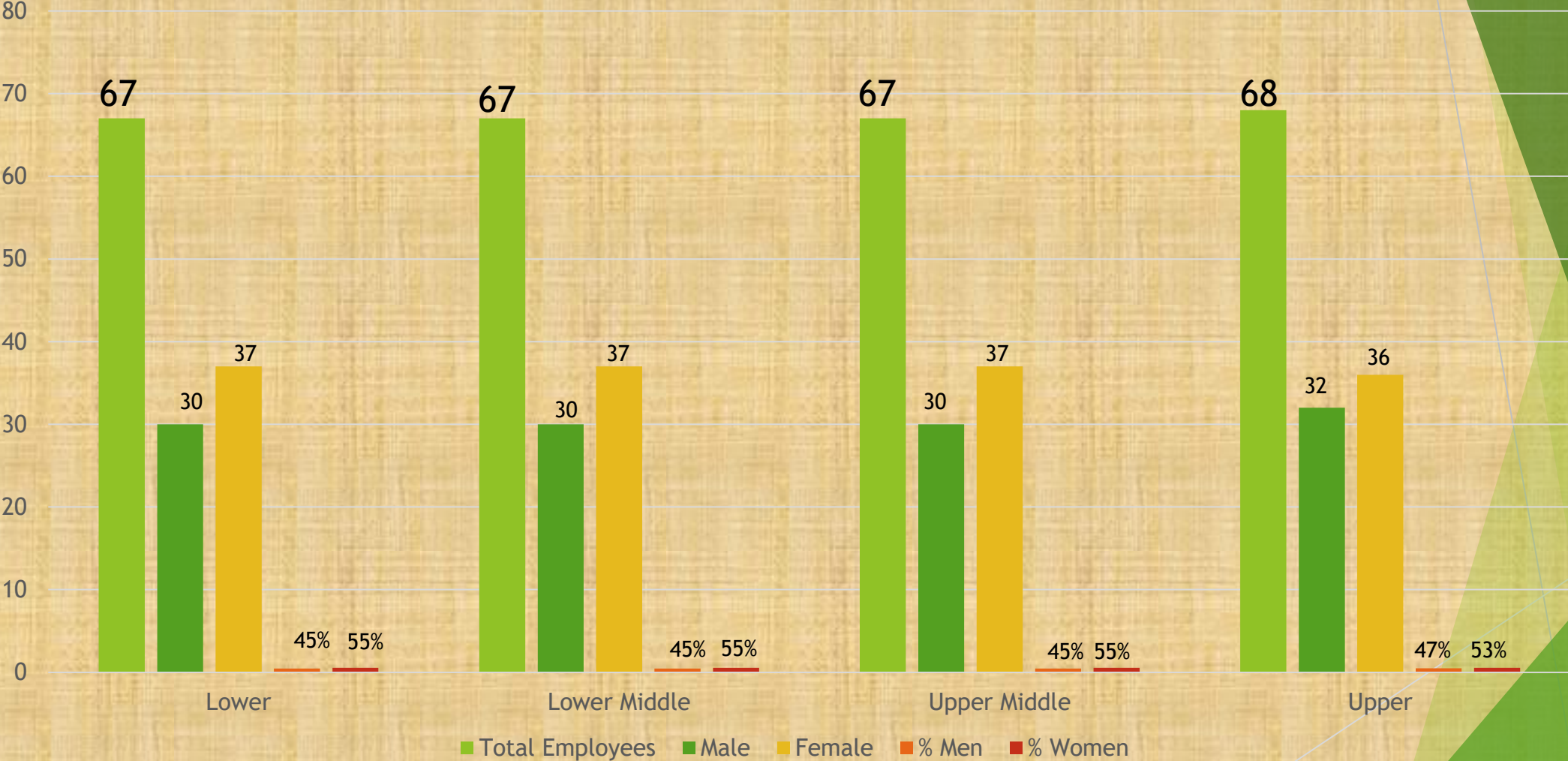
Total number of males in workforce 122

The proportion of relevant employees of the female gender who were paid bonus remuneration = 4.8%

Total number of females in workforce 147

\*\* relevant employees of male or female gender are those who are in management positions, i.e. Heads of Department or Senior Managers.

# Gender Pay Gap by Quartiles



The difference between the mean hourly remuneration of all relevant employees of male gender in comparison to all relevant employees of female gender.

| All Employees   | Part Time Employees | Employees receiving a bonus |
|-----------------|---------------------|-----------------------------|
| Mean            | Mean                | Mean -12.5%                 |
| Male 14.47      | Male 12.65          |                             |
| Female 13.87    | Female 12.25        |                             |
| Difference 4.1% | Difference 3.16%    |                             |
| Median          | Median              | Median -38.4%               |
| Male 12.40      | Male 11.80          |                             |
| Female 11.80    | Female 12.13        |                             |
| Difference 4.8% | Difference 2.7%     |                             |