



FARNHAM ESTATE

SPA & GOLF RESORT

Gender Pay Gap Report 2024

Snapshot Date
30 June 2023

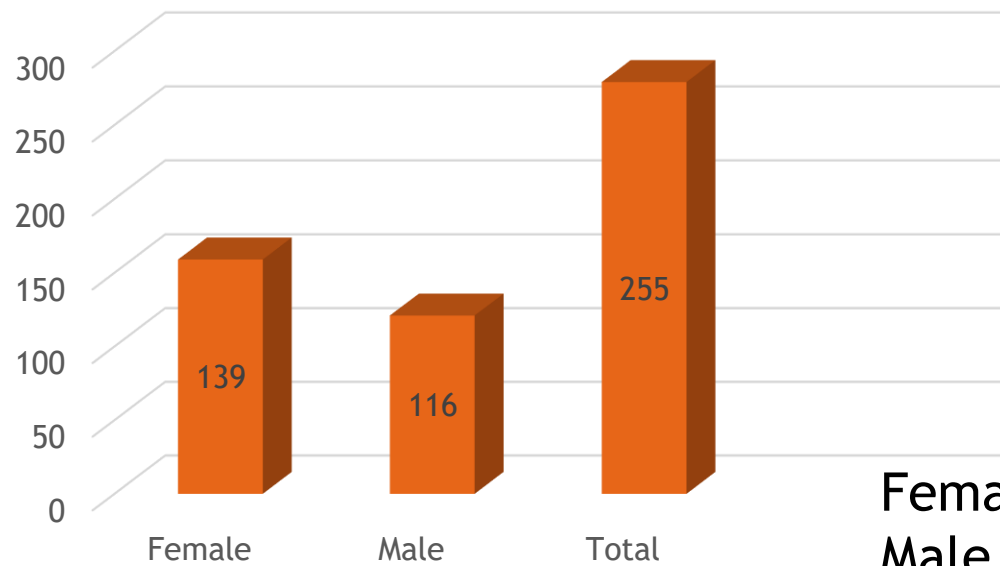
Reporting Period:
June 30th 2023 to June 30th 2024

Reporting Date:
30th December 2024



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 = 4.3%

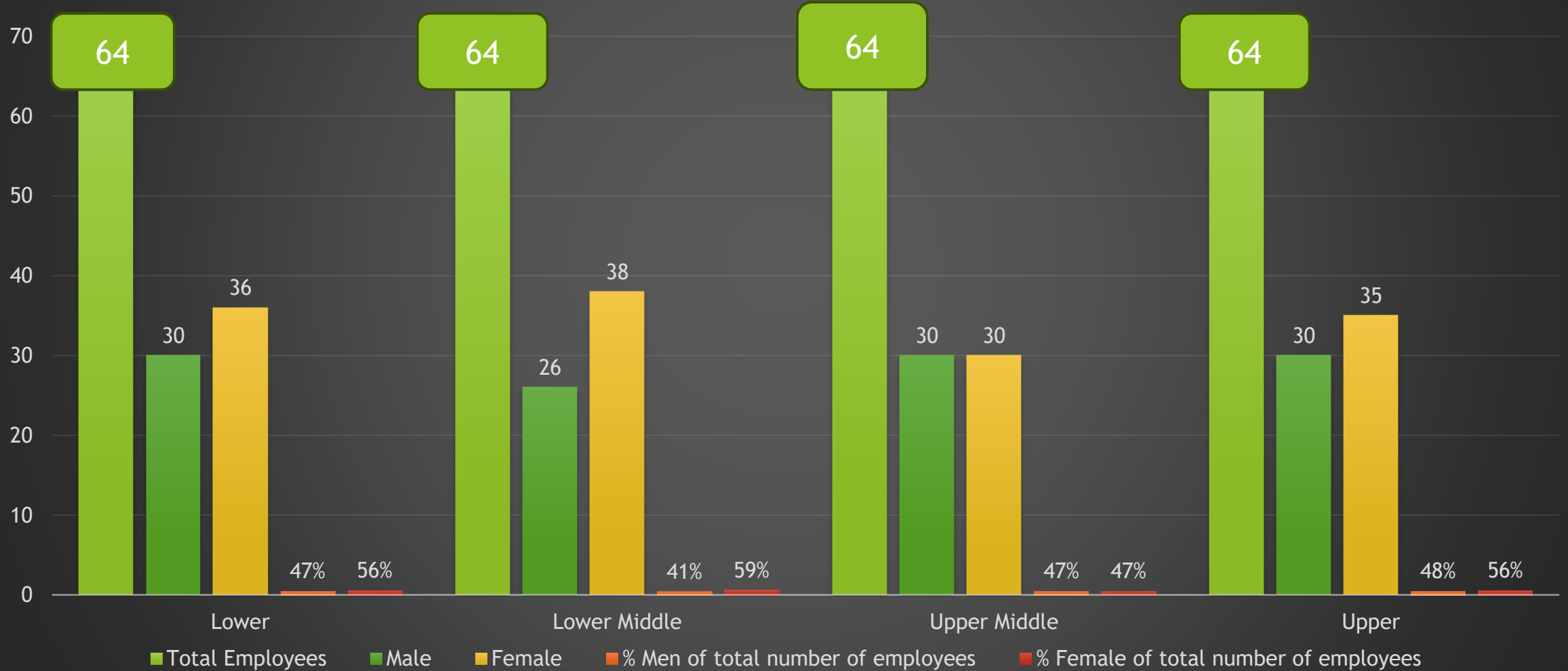
Total number of males in workforce 116

The proportion of relevant employees of the female gender who were paid bonus remuneration = 3.6%

Total number of females in workforce 139

** 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 -101%
Male 14.02	Male 12.98	
Female 14.11	Female 13.03	
Difference -0.7%	Difference -0.4%	
Median	Median	Median -46.3%
Male 12.97	Male 12.70	
Female 12.96	Female 13.70	
Difference 0.1%	Difference -7.8%	