



# FARNHAM ESTATE

SPA & GOLF RESORT

## Gender Pay Gap Report 2022

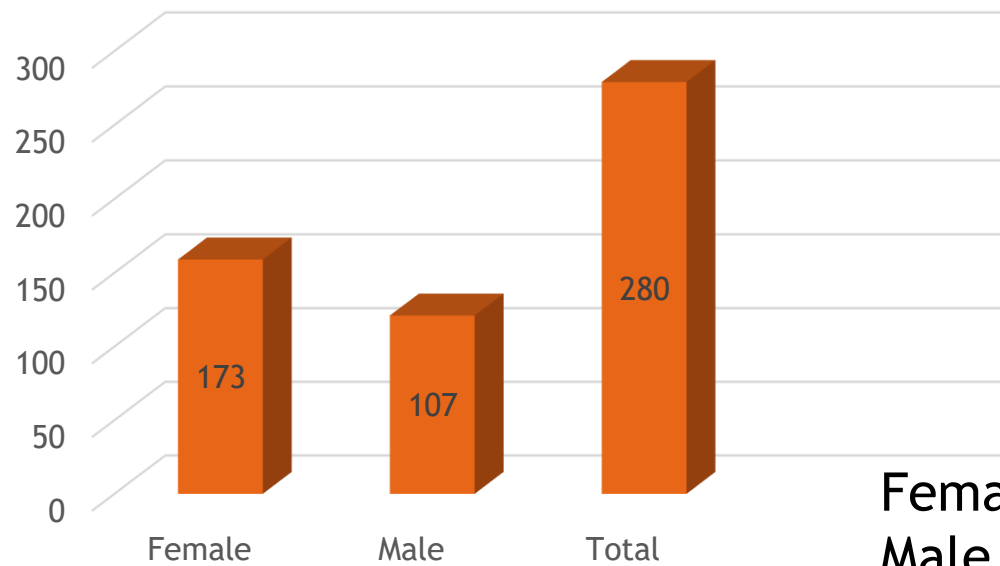
Snapshot Date  
30 June 2022

Reporting Period:  
June 30th 2021 to June 30th 2022

Reporting Date:  
30<sup>th</sup> December 2022

# Gender Breakdown

Number of Employees



Female Gender % 62%  
Male Gender % 38%

# 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%

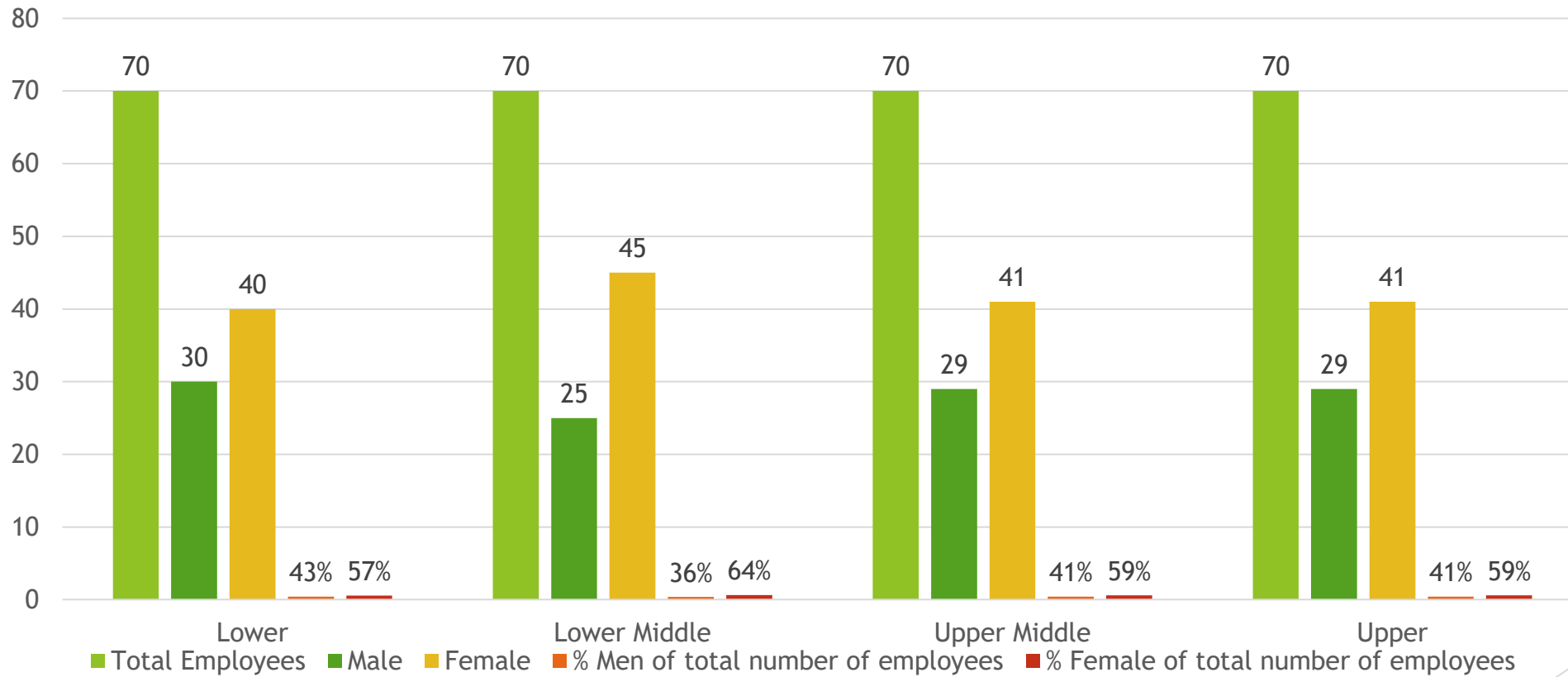
Total number of males in workforce 107

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

Total number of females in workforce 173

\*\* 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 27.7%                  |
| Male 13.21      | Male 11.71          |                             |
| Female 12.76    | Female 11.66        |                             |
| Difference 3.4% | Difference .4%      |                             |
| Median          | Median              | Median 19.6%                |
| Male 11.63      | Male 11.25          |                             |
| Female 11.50    | Female 11.25        |                             |
| Difference 1.1% | Difference 0%       |                             |