

Gender Pay Report 2021

At edyn we believe in transparency. This Gender Pay Report aims to highlight any differences in average pay between men and women.



Women

83.33%

74.77%

64.77%

54.02%

Men

16.67%

25.23%

35.23%

45.98%

Lower
Quartile

Lower
Middle Q

Upper
Middle Q

Upper
Quartile

We have seen an increase in female ratios in the Upper Middle Quartile. This is reflective of the focus on succession planning and promotions. We hope to see this flow through to a greater degree in senior Upper Quartile roles in the near future.

Median
gender pay
gap in hourly
pay

24.32%

Mean gender pay
gap in hourly pay

37.01%



69% of employees reported are women. Women made up 89% of entry level and lower salaried roles. Bonuses are a percentage of salary and all roles are eligible. This affects the mean and median for both female hourly pay and bonus pay.

Mean gender pay gap in bonus pay 61.22%

Median gender pay gap in bonus pay 45.83%

Summary Statement

For the past four reporting years the proportion of females working at edyn limited has remained consistently high. We believe that this will positively support our long-term goal to promote more women into key senior roles. Despite the pandemic in 2020 we continued with our 'new to leadership' development programme, with over half of delegates being female. This validates our commitment to supporting female progression which will help improve our Gender Pay Gap in the longer term.

In 2019 we introduced a bonus scheme for edyn limited's housekeeping population to recognise their contribution to the business. This felt like the fair course of action to take for our lower earning workers. However with 98% of housekeepers being female, and bonus payments being calculated as a percentage of salary, this adversely impacted on our bonus pay stats for females versus males as seen in this report.

For 2020 we had committed to significantly invest in the salaries of those in entry level roles. However our plans for a May Pay Review were unfortunately postponed as the company responded to the covid-19 crisis. We have managed to limit the requirement to furlough our employees over the past 12 months meaning we could protect our employees earnings at a time of crisis.

We are privileged to have a wonderfully diverse community of edynites. We know this brings a wealth of experience and perspective, which enables us to have the courage to question, evolve, be human and ultimately deliver hospitality with soul. However, we recognise that there is always more work to do to ensure that we are truly a human business and will continue to strive to improve our gender pay gap.

I can confirm that I believe the data captured, as provided through our HR and Payroll software, XCD HR, is correct and accurate.

Stephen McCall, CEO