IHG HOTELS LIMITED
2019/20 Gender pay gap report

Registered address:
Broadwater Park, Denham, Buckinghamshire, UB9 5HR

Nature of business (SIC):
Administrative and support service activities

Snapshot date:
5 April 2019

Employee headcount:
250 to 499 employees

Person responsible:
Keith Barr (CEO)

What this employer says about their gender pay gap

Hourly pay gap
In this organisation, women earn 69p for every £1 that men earn when comparing median hourly pay. Their median hourly pay is 31.4% lower than men’s.
When comparing mean (average) hourly pay, women’s mean hourly pay is 37.3% lower than men’s.

**About median and mean**

### The percentage of women in each pay quarter

In this organisation, women occupy 30.5% of the highest paid jobs and 74.6% of the lowest paid jobs.

<table>
<thead>
<tr>
<th>Pay Quarter</th>
<th>Women</th>
<th>Men</th>
</tr>
</thead>
<tbody>
<tr>
<td>Upper hourly pay quarter (highest paid)</td>
<td>30.5%</td>
<td>69.5%</td>
</tr>
<tr>
<td>Upper middle hourly pay quarter</td>
<td>61.9%</td>
<td>38.1%</td>
</tr>
<tr>
<td>Lower middle hourly pay quarter</td>
<td>66.9%</td>
<td>33.1%</td>
</tr>
<tr>
<td>Lower hourly pay quarter (lowest paid)</td>
<td>74.6%</td>
<td>25.4%</td>
</tr>
</tbody>
</table>

**About pay quarters**

### Bonus pay gap

In this organisation, women earn 64p for every £1 that men earn when comparing median bonus pay. Their median bonus pay is 35.6% lower than men’s.

<table>
<thead>
<tr>
<th>Bonus pay gap</th>
<th>Women</th>
<th>Men</th>
</tr>
</thead>
<tbody>
<tr>
<td>36p less</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
When comparing mean (average) bonus pay, women’s mean bonus pay is 62.6% lower than men’s.

**Who received bonus pay**

89.2% of women

89.3% of men

**Related content**

- [Gender pay gap reporting](#)
- [Eight ways to understand your organisation’s gender pay gap](#)
- [Four steps to developing a gender pay gap action plan](#)
- [Actions to close the gap](#)