

HICP LTD GENDER PAY GAP

03 APRIL 2018

At HICP Limited we work in partnership with Interstate Hotels and Resorts to manage our hotels professionally and to the highest level of hospitality. We are proud of our skilled, diverse and passionate people at every level throughout our business.

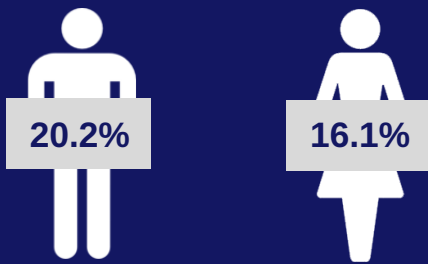
Understanding our pay gap

HICP Ltd is a well balanced business and overall there is a broadly even split between male and females across our 1,300 employee base.

Within our organisation our overall median **Gender Pay Gap** is 2.9% in favour of men and we have a **mean pay gap** of 4.6%. This is favourable when compared to the national average median pay gap of 18.4% and the national average mean pay gap of 17.4%.

Bonus Pay Gap

Percentage of men and women receiving a bonus:

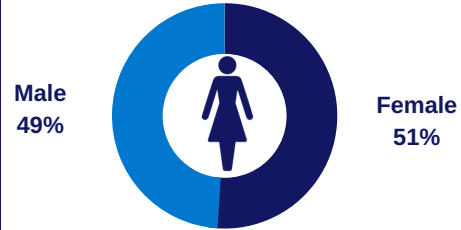


Our **mean bonus pay gap** is in favour of women at 18.2%. Our **median bonus pay gap** shows no differential between men and women. Bonus opportunities in the company are available at all levels in the business and not only in traditional higher paid roles.

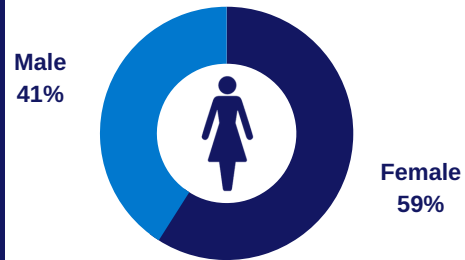
We continue to be committed to attracting, retaining and developing the very best talent and believe in creating excellent job opportunities for every level throughout the organisation, regardless of gender.

Pay Quartiles

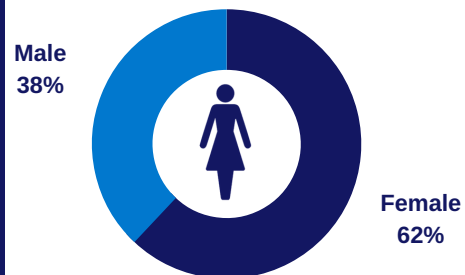
Upper Quartile %



Upper Middle Quartile %



Lower Middle Quartile %



Lower Quartile %

