

THE NEW WORLD TRADING CO

GENDER PAY GAP REPORT

REPORTING PERIOD 1ST APRIL 2017 - 31ST MARCH 2018

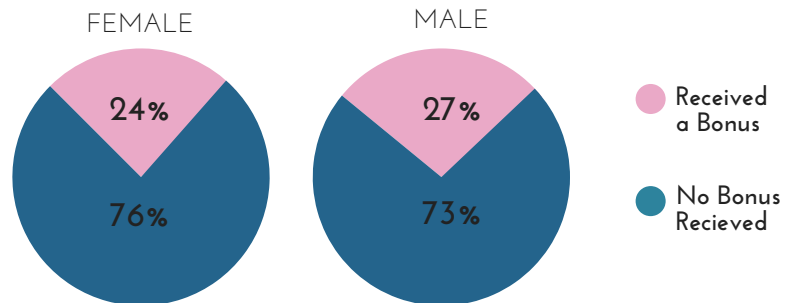
The New World Trading Company family is inclusive of people from all walks of life, creating diverse teams across the UK, and pioneering gender balanced workforces within the hospitality industry. Our company vision of creating amazing spaces to be enjoyed by all is mirrored within our recruitment strategy where we approach each individual with the same respect and opportunities.

We have a mean gender pay gap of 11.65% (average), and a median gender pay gap of 2.5% (middle). This highlights that the gender pay gap has been reduced from our previous reporting period by 4.15% (average).

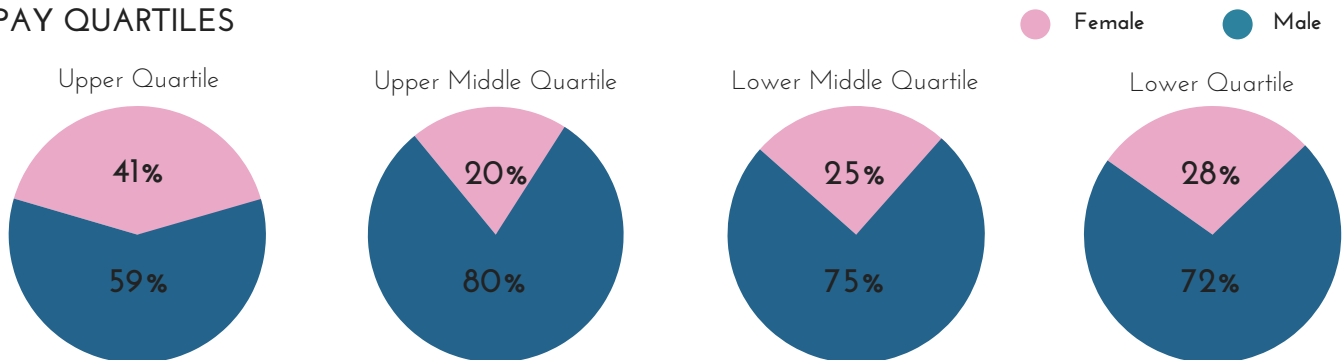
GENDER PAY & BONUS GAP

| Difference between Males & Females | Mean | Median |
|------------------------------------|--------|---------|
| Gender pay gap | 11.65% | 2.5% |
| Gender bonus gap | 49.4% | -47.52% |

PROPORTION OF EMPLOYEES RECEIVING A BONUS



PAY QUANTILES



Our team members are paid equally regardless of gender, so the variances in our gender pay gap comes from a lack of female representation within certain roles (represented in upper middle, lower middle and lower quartile).

The median bonus pay gap sits at -47.52%, showing higher bonuses accrued by female team members. This is a very positive analysis of our data, showing large numbers of engaged, ambitious and motivated females within NWTC. Since 2016, there has been an increase in females within senior positions, highlighted in a 6% increase in upper quartile roles.

PIONEERING GENDER EQUALITY IN THE HOSPITALITY INDUSTRY

At NWTC Equality training is mandatory for every single team member, this will continue to be part of our industry-leading training program, ensuring our future remains inclusive of all who join the company.

Our Talent Managers develop inclusive recruitment projects and use channels that will continue to attract males and females equally. One new initiative The New World Management Academy, will offer a development platform for junior bright stars within the company.

Focusing on benefits to support working mothers is another channel of focus, last year we enhanced maternity packages and now deliver leading maternity for our industry. Our benefits package also includes childcare vouchers, ensuring we support the professional development of females with families equally to all other team members.

