



THE LANESBOROUGH
LONDON



GENDER PAY GAP REPORT 2025-2026



OETKER HOTELS
Masterpiece Collection

GENDER PAY DISTRIBUTION

We are an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulation 2017.

At The Lanesborough our gender pay gap is -4.5%. The average for the UK is projected to be 6.9% for full-time employees and -2.9% for part-time employees, so we are well above the average.

We are passionate about fairness and equality and are committed to maintaining or improving upon these results.

Stuart Geddes
Managing Director

RESULTS

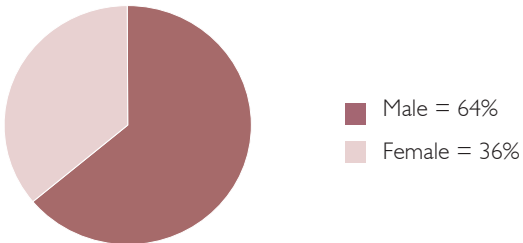
- Mean Gender Pay Gap -4.5%
- Median Gender Pay Gap -1.6%
- Mean Bonus Gender Pay Gap 16.6%
- Median Bonus Gender Pay Gap 10.7%

Proportions of males and females receiving a bonus payment

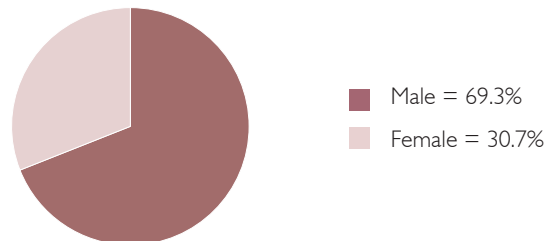
- Male 38.3%
- Female 38.6%

QUARTILES

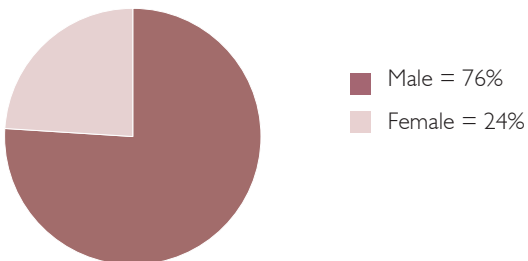
Proportion of different genders in lower quartile



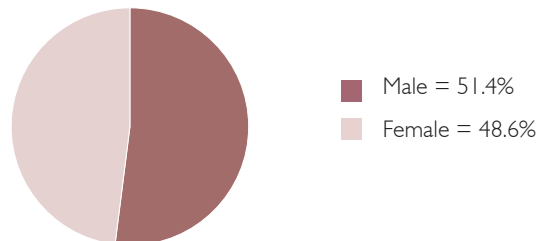
Proportion of different genders in lower middle quartile



Proportion of different genders in upper middle quartile



Proportion of different genders in upper quartile



CONTACT

The Lanesborough
Hyde Park Corner, London SW1X 7TA
info@lanesborough.com



lanesborough.com
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