



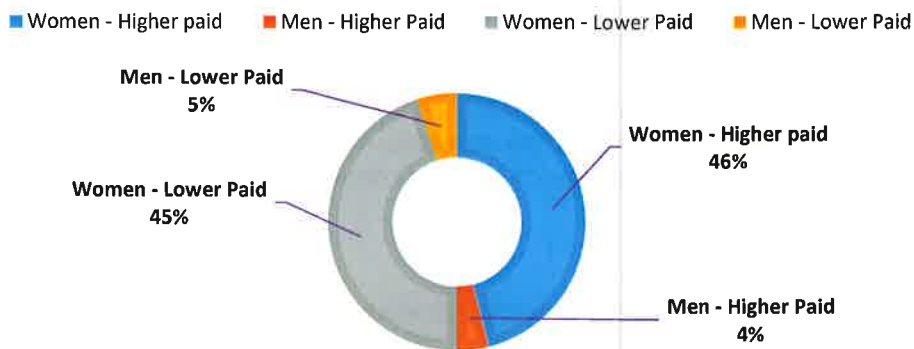
HC FACILITY MANAGEMENT LIMITED (trading as Hotelcare)

Hotelcare is one of the UK's leading Hospitality companies specialising in out-sourced Housekeeping. Our commitment, is to provide a professional service carried out by thoroughly trained teams. This dedication has led to long-standing relationships with many of the top hotel chains and brands as well as independent hotels, privately owned chains and franchises.

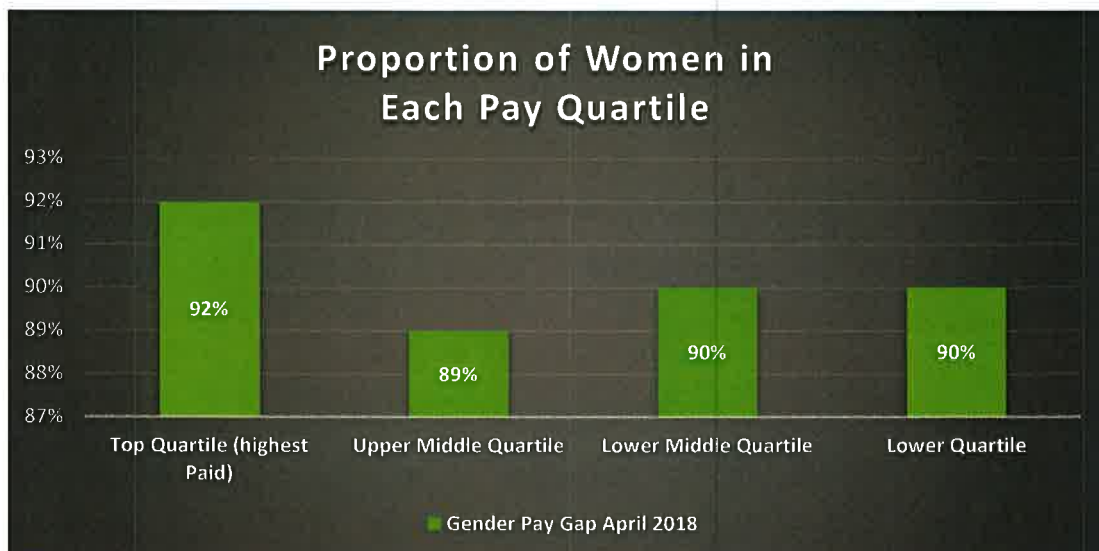
Hotelcare is required by law to publish an annual gender pay gap report. This report is the snapshot as of 5 April 2017.

Due to the nature of our industry, we have a high percentage of woman in our work force. We have a high percentage of women in the top quartile, highest-paid jobs at 92% We also have a high percentage of women in the lower middle quartile, lower-paid jobs at 90% Therefore, this reflects on the overall mean and median, as we have more men in senior management roles.

DIFFERENCE IN PAID JOB



Women's mean hourly rate is 7.6% lower than men's
Women's median hourly rate is 41.2% lower than men's





We can confirm that only women received bonus pay of 0.03% with 0% of men receiving bonus pay.

What is Hotelcare doing to address its gender pay gap?

While Hotelcare's gender pay gap compares favourably with that of organisations both across the whole UK economy and within the hospitality sector, this is not a subject about which Hotelcare is complacent and it is committed to doing everything that it can to reduce the gap. However, Hotelcare also recognises its scope to act, is limited in some areas - it has, for example, no direct control over the subjects that individuals choose to study or the career choices they make. To date, the steps that Hotelcare has taken to promote gender diversity in all areas of its workforce include the following:

Supporting Parents: Hotelcare has plans to develop new guidelines for managers on supporting employees prior to, during and on return from maternity and other parental leave, to be backed up by training for all line managers and senior managers.

Supporting Those Wishing To Progress: Hotelcare has joined forces with an outside organisation for an Apprenticeship Program that has been rolled out to all employees at all levels who wish to obtain further education, qualifications and promotion.

Revising The Flexible Working Policy: Hotelcare has a Flexible Working Policy that makes it clear that employees in all areas and levels of the organisation will be considered for flexible working, regardless of their role and level of seniority, and that flexible working need not be limited to part-time working.

Declaration

We are committed to reducing our gender pay gap and providing greater opportunities for women to progress into senior positions. Hotelcare has a large percentage of women in middle management roles however, we are aware that we need to have more women in key senior roles. We are committed to training and development of those in middle-management so that we meet this promise.

I confirm the information in this statement is accurate to the best of my knowledge at the time of production.

Signed:  _____

Tony Brooks, Managing Director