



# GENDER PAY GAP REPORT 2025

#AxiomHospitality

# Welcome to our Gender Pay Gap Report

Our people are at the heart of Axiom Hospitality, and we are committed to creating a diverse and inclusive workplace where everyone has the opportunity to develop, progress and succeed.

We continue to invest in our people through leadership development, succession planning and talent programmes. These initiatives support colleague engagement and retention while building a strong and diverse pipeline of future leaders.

As an equal opportunities employer, we recognise that meaningful and sustainable progress requires continued focus. This report sets out our gender pay gap results and the actions we are taking to improve representation and opportunity across our organisation.

The calculations presented in this report have been prepared in accordance with the UK Government's gender pay gap reporting requirements for 2025.

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# Axiom Hospitality Gender Pay Gap Report 2025



## Hourly Pay Gap Information

Mean  
25.6%

Median  
7.7%



## Bonus Pay Gap Information

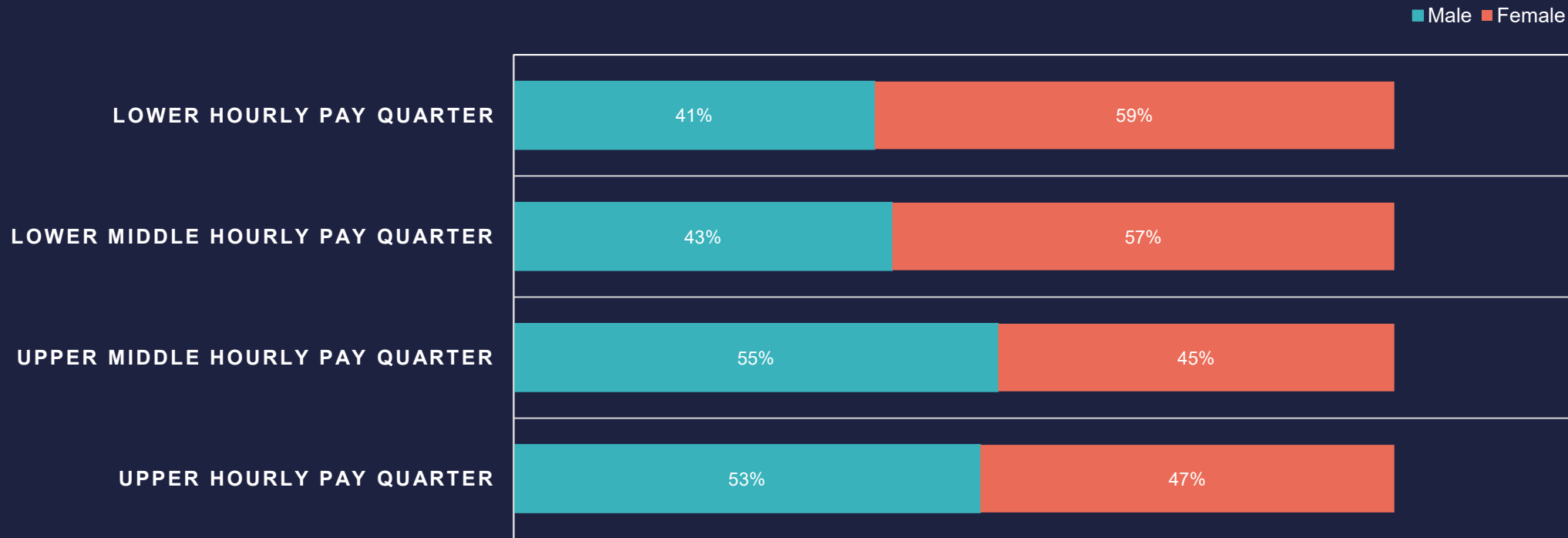
Mean  
20.1%

Median  
-120.5%

Proportion of males receiving  
a bonus payment in 2025 was  
23.5%

Proportion of females  
receiving a bonus in 2025 was  
27.5%

# Axiom Hospitality Gender Pay Gap Report 2025



Total distribution of male and female employees by hourly pay quartile

## Our Next Steps

While we are encouraged by the progress we are making, we recognise that there is more to do to create meaningful and equitable opportunities across our organisation.

Men remain more highly represented in senior leadership roles. In 2026, we will continue to support the development and progression of female talent through targeted development, succession planning, mentoring and sponsorship, with a particular focus on General Manager roles and above.

We will also continue to promote flexible working opportunities across our existing workforce and throughout the recruitment process, helping colleagues balance different needs without limiting their opportunity to develop and progress.

We will monitor representation, progression and reward outcomes to understand the impact of our actions and identify where further focus is required.

I confirm that the information contained within this report is accurate as at the snapshot date of 5 April 2025.



**Iveta Dage**  
People & Culture Director

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