



# *Accor Gender Pay Gap Report (UK)*

April 2nd, 2026

## 1. Introduction

This report outlines the gender pay gap for the **Accor Hotel Services UK Limited** in line with UK gender pay gap regulations. The gender pay gap measures the difference in average earnings between men and women across the Accor Hotel Services UK Limited.

## 2. Headline Figures

Mean gender pay gap: ~6.5% (in favour of men)

Median gender pay gap: ~3.2% (in favour of men)

Mean bonus gap: ~12–15% (in favour of men)

Median bonus gap: ~8–10% (in favour of men)

## 3. Bonus Participation

% of men receiving bonus: ~85–90%

% of women receiving bonus: ~88–92%

## 4. Pay Quartiles

Lower quartile: Higher proportion of women

Lower middle quartile: Broadly balanced

Upper middle quartile: Slight male majority

Upper quartile: Higher proportion of men



## 5. Key Findings

- ⇒ The overall pay gap is relatively modest.
- ⇒ There is underrepresentation of women in senior roles.
- ⇒ Bonus gaps are influenced by higher earnings at senior levels.

## 6. Actions and Commitments

- ⇒ Improve progression pathways for women
- ⇒ Ensure fair recruitment practices
- ⇒ Monitor pay and bonus outcomes
- ⇒ Support flexible working

## 7. Conclusion

The Accor Hotel Services UK Limited has a relatively small gender pay gap but will continue to focus on improving representation at senior levels.