



Gender Pay Gap Report 2021/2022

Laser Tradeco Limited
Mer Manor Operations Limited
DT V Opco Ltd

Performance with *clarity*.

Foreword



Our people are at the heart of everything we do, with our culture built on delivering exceptional customer experiences whilst nurturing talent and smart investment to drive superior performance and growth. At Klarent, we have 2018 employees working across the UK and a further 91 employees based in Ireland where we apply the same approach. As a committed equal opportunities employer, we are confident we continue to make progress in closing the gender pay gap and continue to welcome the Government's Gender Pay Gap Reporting obligations.

The 2021/2022 year has continued to have its fair share of challenges, on the back of the COVID Pandemic. The calculations on the following pages are inline with the Government's Regulations on the Gender Pay Gap Report for 2021/2022.

A handwritten signature in black ink that reads "Peter Stack". The signature is fluid and cursive.

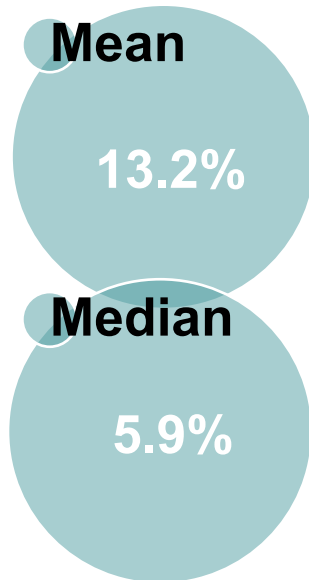
Peter Stack
Chief Executive Officer

Klarent Hospitality Gender Pay Gap Report 2021/2022

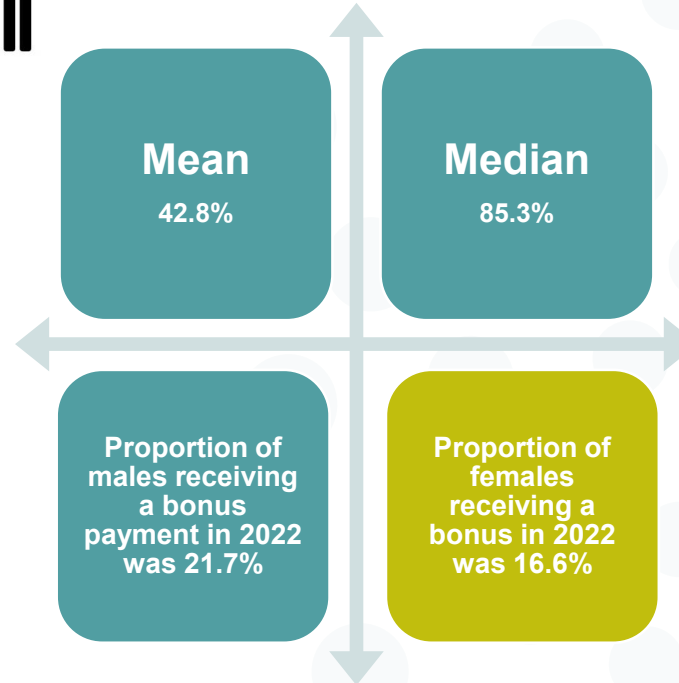
Laser Tradeco Limited



Hourly Pay Gap Information



Bonus Pay Gap Information

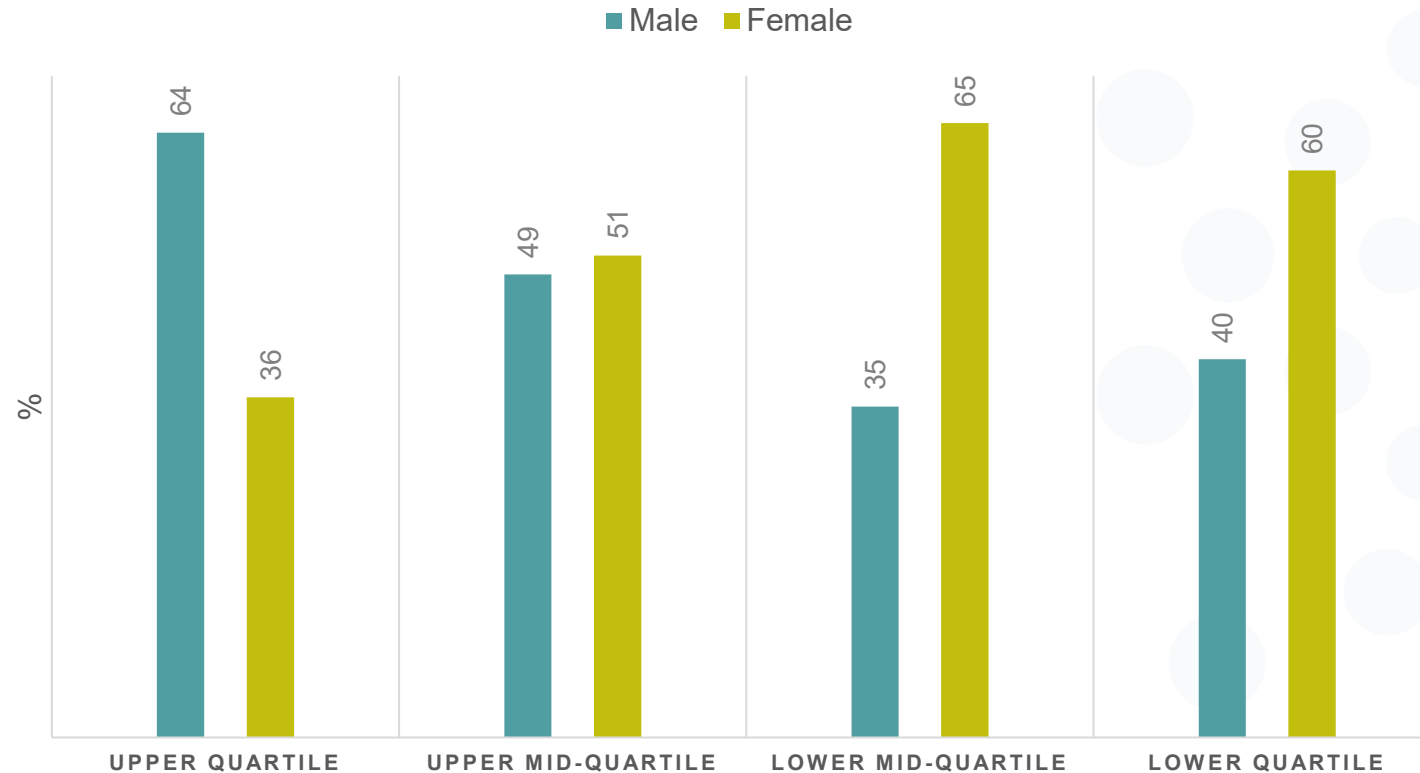


According to the Office of National Statistics, in April 2022, the UK's median hourly gender pay gap was 14.9%. Our hourly gender pay gaps are therefore significantly less than the UK average. Whilst an annual bonus was not paid in 2022, a one-off bonus payment was made, and the higher bonus amounts were paid to those in senior roles. Due to more females being employed on a part time basis and more males within senior roles, this contributes towards the bonus gap information displayed.

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GENDER PAY STATISTICS



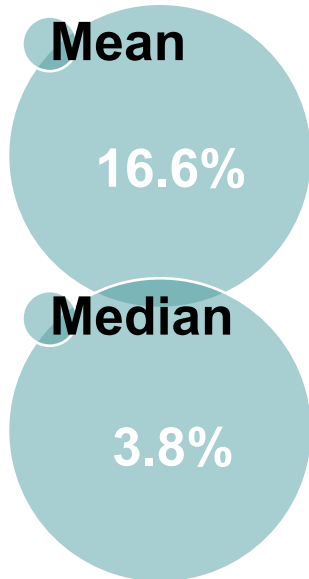
TOTAL DISTRIBUTION OF MALE AND FEMALE EMPLOYEES BY HOURLY PAY QUARTILE

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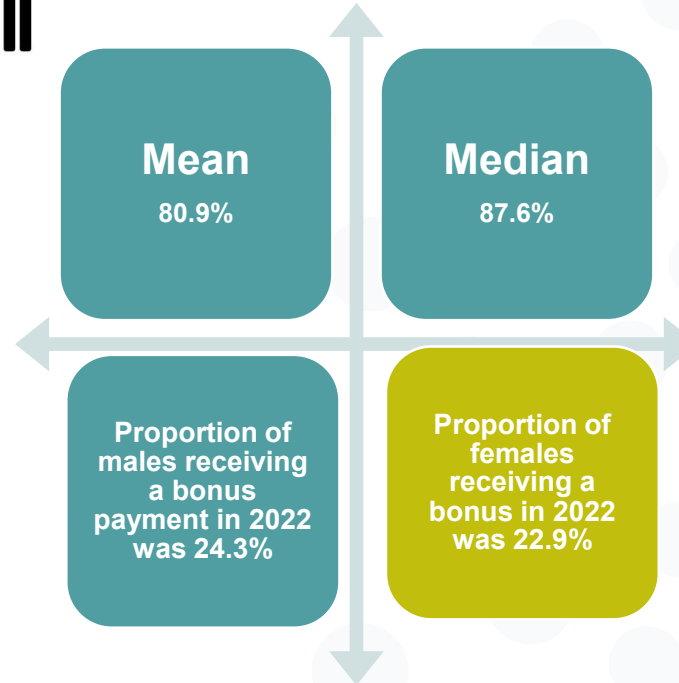
Mer Manor Operations Limited



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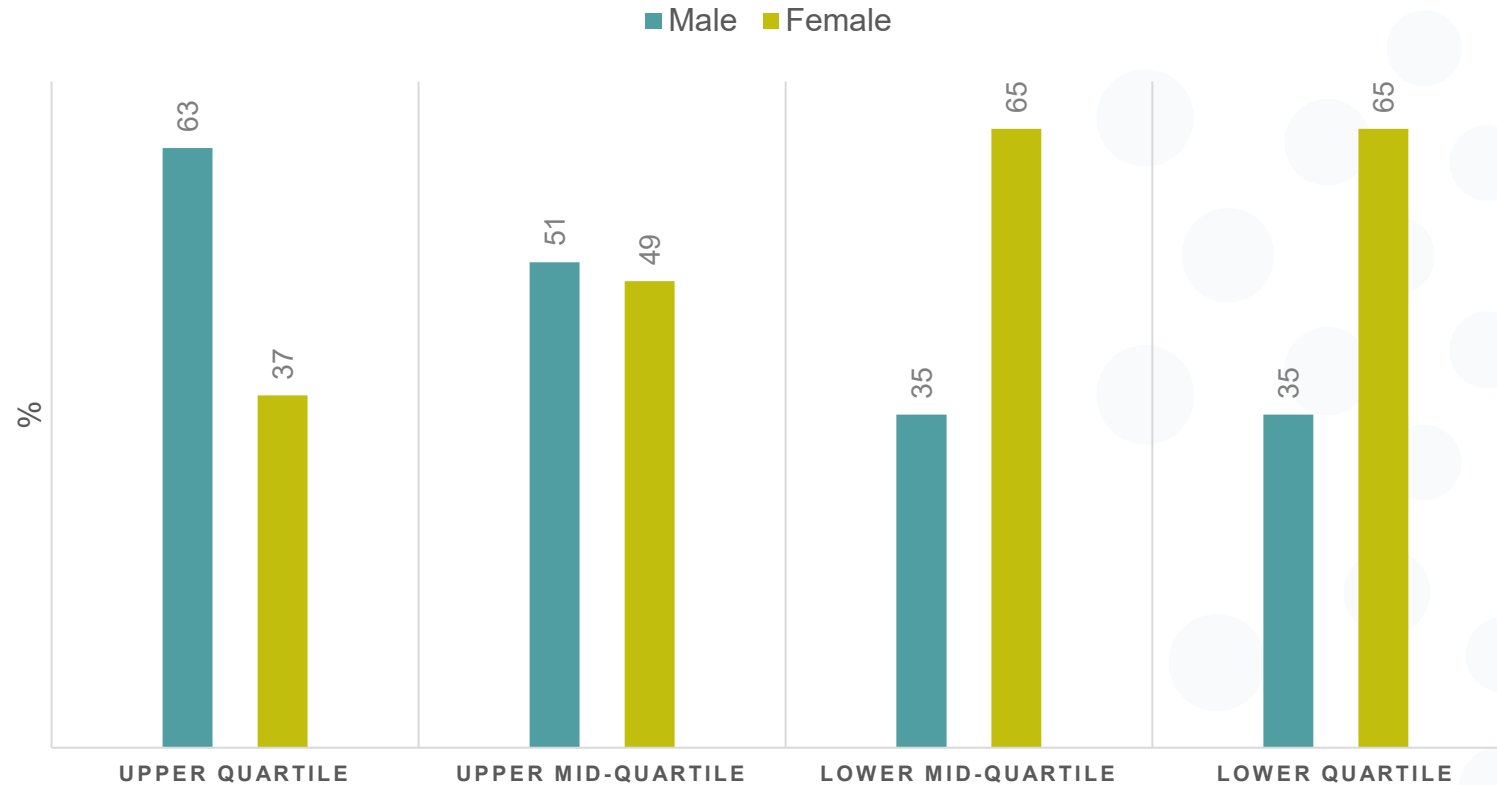


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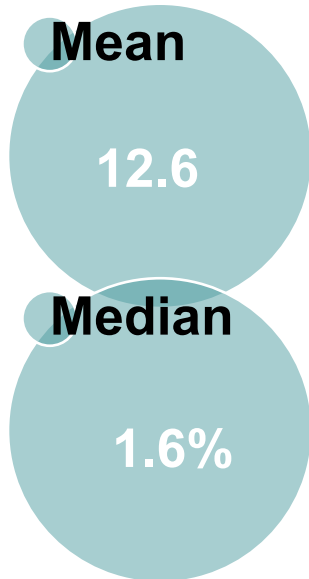
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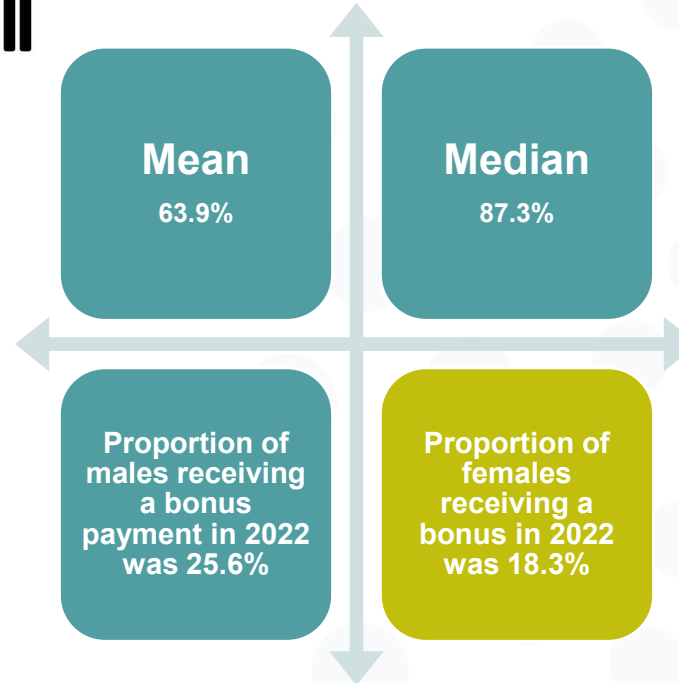
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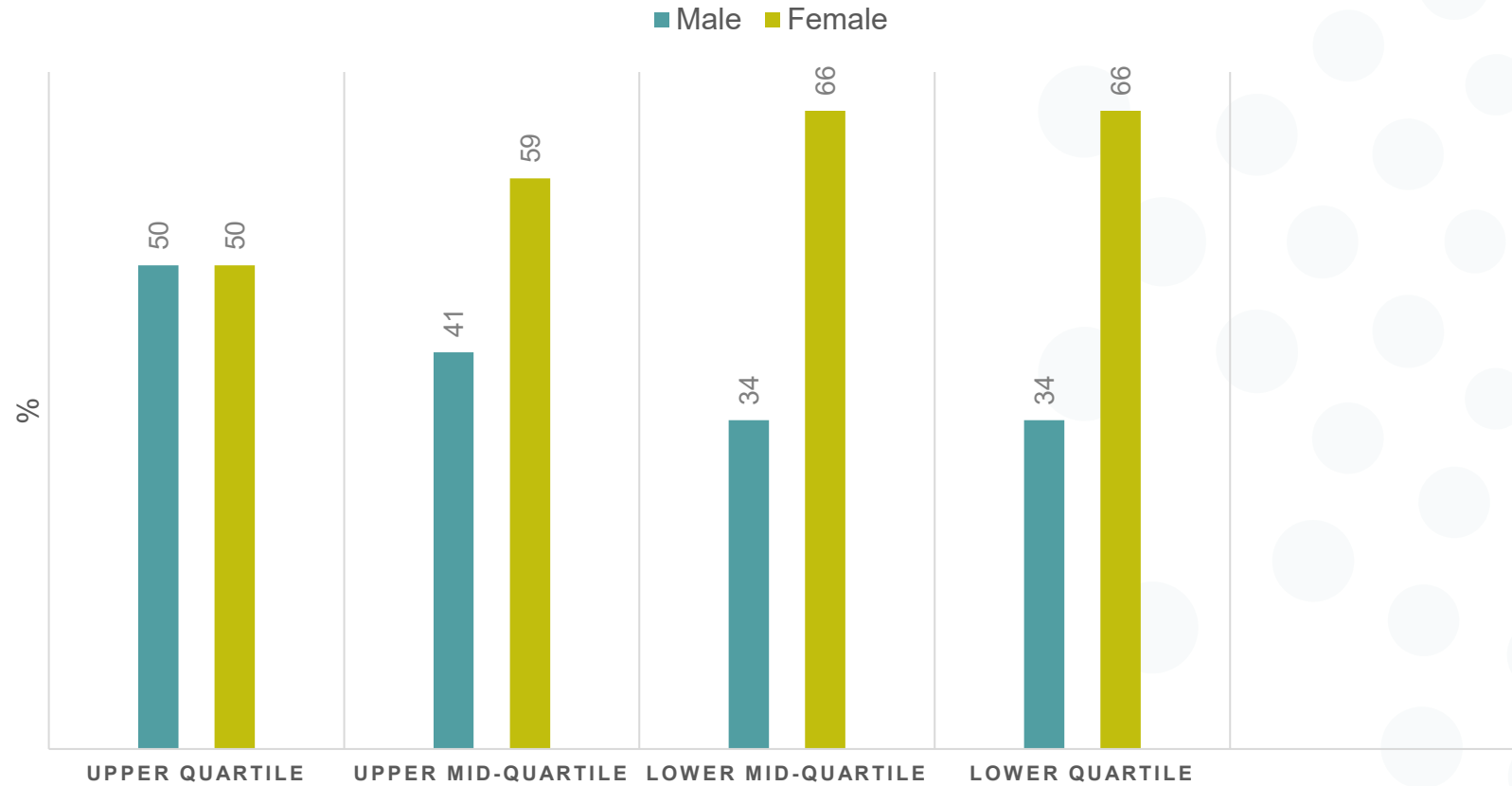


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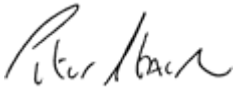
Our Future

Although we are proud of the positive progress we are making, we believe there is more we can do to ensure we are creating meaningful opportunities for all within our workplace. We have more male colleagues in senior manager roles and as per the industry norm, and more females working part time.

We are therefore focused on continuing to increase the number of female leaders within the organisation at General Manager level and above. We will do this through development, succession planning and mentoring to ensure there is a talent pipeline into senior management roles.

We will encourage an environment where everyone has the opportunity to work flexibly and ensure that awareness is raised amongst our current workforce and at all recruitment opportunities.

I confirm the information contained within this report is accurate.



Peter Stack
Chief Executive Officer