

GENDER DIVERSITY ACTION PLAN

Reducing the Gender Gap in the workplace



Marta Martin

VP Corporate Responsibility & Internal Communication

GLOBAL GENDER GAP

- While women represented 39% of world employment, only 27% of managerial positions in the world were occupied by women in 2018.
- According to the World Economic Forum there is still a 32% average gender gap that remains to be closed. This includes dimensions like economy, health and politics.
- Currently only 23,66% of women representation in Board of Directors in the IBEX35
- At this pace it will take **more than 100 years** to close the gender gap.



OUR FIGURES



Equality Plan



Policy against Sexual Harassment



Worklife Balance measures



Bloomberg Gender Equality Index 2020



Best in Class for Labour Practice Indicators



#47 Equileap Ranking for Gender Equality in the workplace

PRESENCE

42,5%

Women in Top Management positions

47%

Women in NHHG workforce

GENDER GAP

26%

Pay gap in **Top Management** positions due to lack of presence of women

10%

Global NHHG pay gap

Internal analysis show good levels of representation, however there is still a gender gap

PROMOTION OF DIVERSITY

To build a diverse workforce and a culture of inclusion we have identified and promote three main pillars that gather different actions **to help companies advance towards gender equality.**



Corporate Governance



Inclusive Culture



Female Leadership

GOAL

Engage Board of Directors to comply with targets and increase accountability within the Company.


ACTION STEPS

Link an economic incentive to each target and identify an “owner” that will supervise and manage the process until it’s reached.

The creation of an Advisory Council (or Diversity Board) to overlook and promote diversity and inclusion initiatives.

TARGETS



- Diversity Sponsor. 
- Diversity and Inclusion Policy.
- Create an Advisory Council/ Diversity Board to monitor Diversity initiatives per semester.
- Include Diversity in senior management’s speech.
- Become signatory of the UN Women Empowerment Principles.

INCLUSIVE CULTURE

GOAL

Consolidate NHHG as an inclusive and diverse company in all of its activity. As well as improve talent attraction and retention strategy.

ACTION STEPS

Increase awareness on the gender gap present in our business and reduce it through trainings and internal communication.

Teams will be analysed and diversity goals will be designed. Managers will be reviewed based on achievement.

TARGETS



- Gender balanced teams.
- Unconscious bias training for members that manage people.
- Unconscious bias “pills of knowledge” to all staff.
- Set Diversity goals to all Managers in anual performance review.
- Being inclusive in all forms of communication – internal and external.

FEMALE LEADERSHIP

GOAL

Increase the presence of women in positions of higher responsibility and encouraging the drive for their professional development in order to reduce the gender pay gap.

ACTION STEPS

Women identified as *Talent* will attend a Leadership program to develop skills. A mentor will be assigned to build and follow a career path.

Equal opportunities will be ensured through a 50-50 candidate list for recruitment. The recruiting panel will have at least one member of each gender.

Employee reunions will be encouraged for networking, share experiences, knowledge and support.

TARGETS



- 30% women in Board of Directors.
- 50% female Hotel Directors.
- 50-50 candidate list for recruitment.
- Employee group reunions open for women and men.

CLOSING THE GENDER GAP

The gender gap in NH Hotel Group is mainly explained by the lack of women in high level positions, therefore we have identified best practices that are aimed to increase employee awareness and strengthen company values.

Furthermore, with this actions women could have support to develop leadership skills and knowledge to grow in their professional career.



Corporate Governance

Accountability



Promotion of diversity
targets



Inclusive Culture

Awareness



Talent attraction & retention



Female Leadership

Carreer development



Representation

Thanks!

nh | HOTEL GROUP
PART OF **MINOR**
HOTELS

nh
HOTELS

 **TIH COLLECTION**
HOTELS

nhow
HOTELS

TIVOLI
HOTELS & RESORTS

 **ANANTARA**
HOTELS - RESORTS - SPAS

AVANI
Hotels & Resorts

 **elewana**
— COLLECTION —

DAKS
HOTELS & RESORTS