

## Devonshire Group Gender Pay Gap Data, reportable at 4 April 2019

Area	Chatsworth House Trust	Chatsworth Estate Trading Ltd	Chatsworth Settlement Trustees	Devonshire Hotels and Restaurant Group Ltd
Mean Gender Pay Gap	8.93%	8.54%	26.50%	12.46%
Median Gender Pay Gap	4.63%	0.00%	13.51%	0.00%
Mean Bonus Gender Pay Gap	71.47%	100.00%	42.29%	-32.03%
Median Bonus Gender Pay Gap	60.00%	100.00%	81.13%	-9.54%
Proportion of Males Receiving a Bonus Payment	3.20%	0.99%	6.52%	10.00%
Proportion of Females Receiving a Bonus Payment	2.49%	0.00%	7.00%	15.44%

	CHT 2018		CET 2018		CST 2018		DHRG 2018	
	Male	Female	Male	Female	Male	Female	Male	Female
Quartile Splits								
Lower Quartile	34.57%	65.43%	29.55%	70.45%	52.08%	47.92%	35.29%	64.71%
Lower Middle Quartile	31.71%	68.29%	21.35%	78.65%	35.42%	64.58%	43.28%	56.72%
Upper Middle Quartile	35.37%	64.63%	22.73%	77.27%	47.92%	52.08%	47.76%	52.24%
Upper Quartile	51.85%	48.15%	40.91%	59.09%	56.25%	43.75%	52.24%	47.76%