



# Gender Pay Gap Report 2020



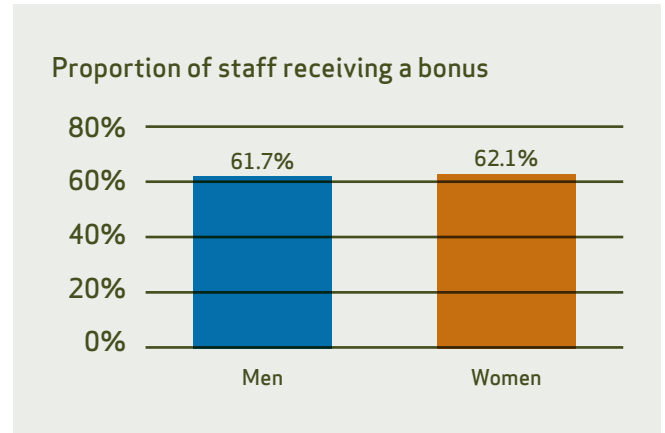
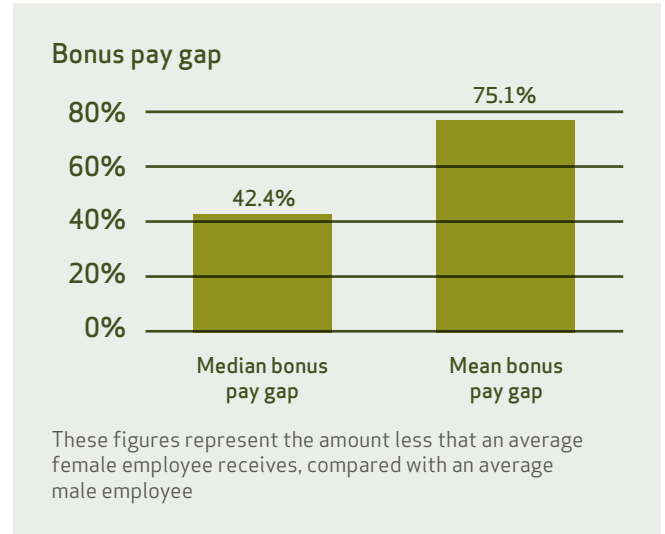
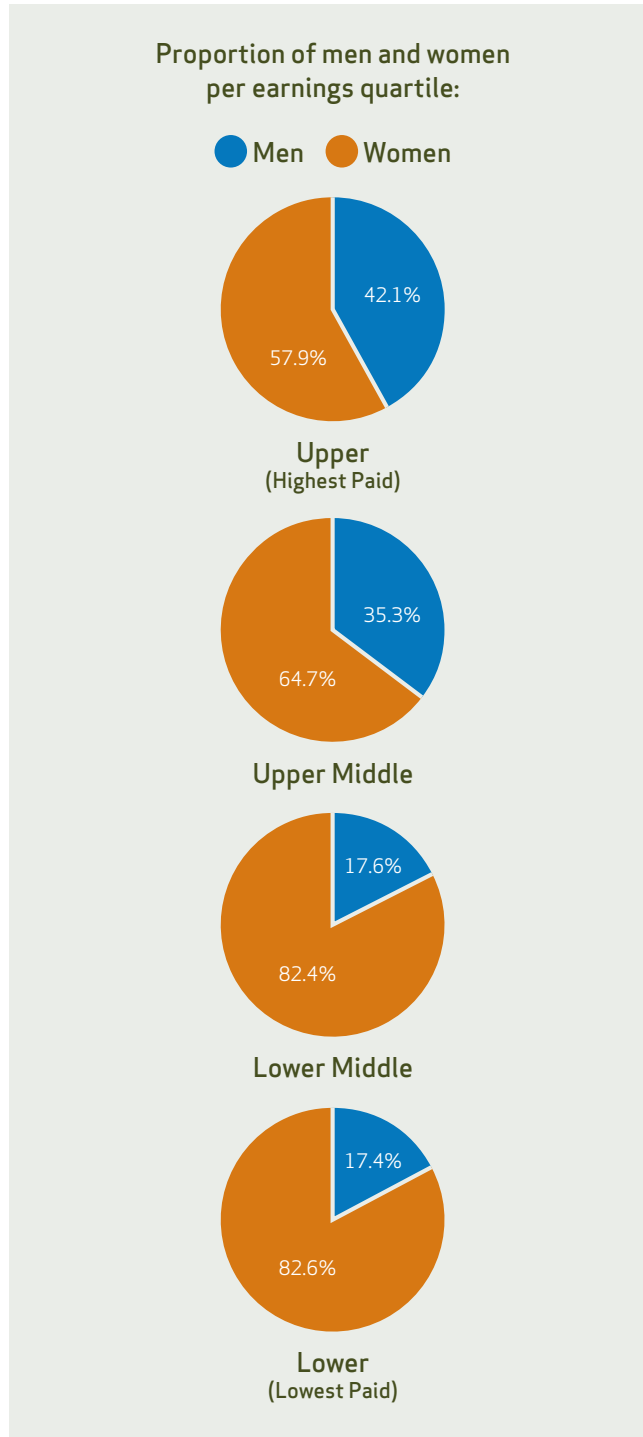
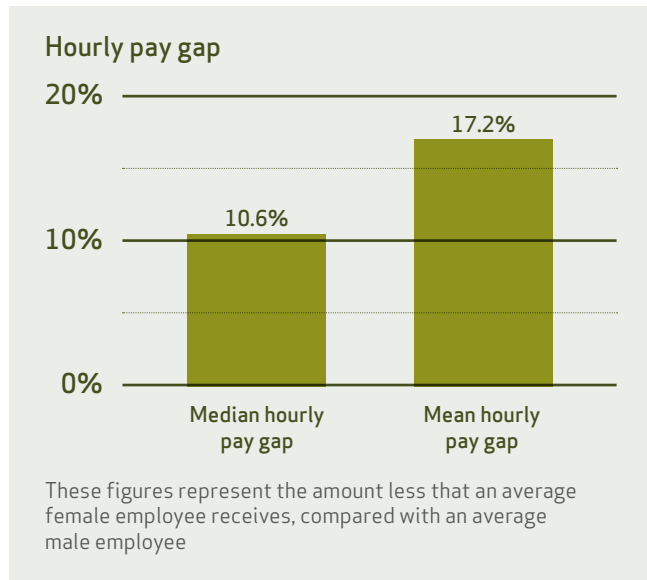
# Introduction

For 2019, the median gender pay gap at Center Parcs is 10.6%. This compares with a UK median average of 17.3%\*. Our mean pay gap is 17.2%.

The Gender Pay Report shows the difference between the average earnings of men and women. Gender pay is different to equal pay. Equal pay deals with the pay difference between men and women who carry out the same jobs, similar jobs or work of equal value. We are confident that at Center Parcs we pay men and women the same for carrying out the same roles.

We continue to be an employer with strong female representation at all levels, as can be seen from the below statistics which show that there are more women than men working at Center Parcs in each earnings quartile.

## Gender Pay Gap at a glance



## Additional Information

### Number of employees by gender and working pattern

|       | Full Time | Part Time |
|-------|-----------|-----------|
| Men   | 1383      | 963       |
| Women | 1453      | 4555      |

### Number of employees by seniority level

|       | Directors | Senior Managers | Managers | Team Members |
|-------|-----------|-----------------|----------|--------------|
| Men   | 6         | 15              | 235      | 2090         |
| Women | 0         | 11              | 192      | 5805         |

\*Based on ONS data as at October 2019

## Understanding the Gender Pay Gap

There is a gender pay gap in terms of both hourly pay and bonus payments. As in previous years, the primary reason for this is due to the demographic pay gap at Center Parcs. This means that the reason for the pay gap is because men are more likely to be in senior positions at Center Parcs than women. When men and women are doing the same roles or roles of equivalent value, there is no gender pay gap evident.

## Our plans for the future

We have implemented a number of our family friendly policies this year and we have more plans in place for the future. Our gender pay gap has improved this year and, while we know that putting policies and working practices in place takes time, our senior management team is committed to improving our gender pay gap over the medium to long term.

Some of the things that we have put in place include:

- In 2019 we have implemented our mental health and wellbeing strategy, which aims to support our staff with any difficulties that they may face. Our aim is that all of our staff will feel supported and that we can help to relieve any external pressures which may prevent them from fulfilling their potential.
- We continue to look to our fantastic pool of current female employees for future rising stars and seek to encourage progression within the business, supporting our staff with the relevant training and upskilling.
- 2019 is the second year of running our Women's Development Programme to encourage women in the business to explore the opportunities available to them and develop their potential.
- We continue to review our recruitment processes. One of our main challenges with gender pay is that comparatively more men apply for skilled roles within our business, such as head chef positions. When recruiting for roles within the business, we will always consider the diversity of our shortlist of candidates.

## Statutory disclosures

Center Parcs group has three separate legal entities which employ more than 250 employees and that we are required to provide figures for. The numbers relating to these are as follows:

### Center Parcs Limited

Mean hourly pay gap: **20.1%**    Median hourly pay gap: **12.0%**  
Mean bonus pay gap: **87.5%**    Median bonus pay gap: **65.9%**  
Proportion of male employees who received bonus pay: **64.4%**  
Proportion of female employees who received bonus pay: **64.7%**

#### Hourly pay quartiles

|              | Men          | Women        |
|--------------|--------------|--------------|
| Upper        | <b>40.5%</b> | <b>59.5%</b> |
| Upper middle | <b>34.0%</b> | <b>66.0%</b> |
| Lower middle | <b>15.3%</b> | <b>84.7%</b> |
| Lower        | <b>17.4%</b> | <b>82.6%</b> |

### Center Parcs (Operating Company) Limited

Mean hourly pay gap: **13.4%**    Median hourly pay gap: **12.7%**  
Mean bonus pay gap: **65.1%**    Median bonus pay gap: **65.8%**  
Proportion of male employees who received bonus pay: **65.4%**  
Proportion of female employees who received bonus pay: **67.4%**

#### Hourly pay quartiles

|              | Men          | Women        |
|--------------|--------------|--------------|
| Upper        | <b>48.3%</b> | <b>51.7%</b> |
| Upper middle | <b>38.6%</b> | <b>61.4%</b> |
| Lower middle | <b>22.4%</b> | <b>77.6%</b> |
| Lower        | <b>15.5%</b> | <b>84.5%</b> |

### CP Woburn (Operating Company) Limited

Mean hourly pay gap: **10.6%**    Median hourly pay gap: **12.2%**  
Mean bonus pay gap: **47.0%**    Median bonus pay gap: **38.5%**  
Proportion of male employees who received bonus pay: **55.0%**  
Proportion of female employees who received bonus pay: **55.3%**

#### Hourly pay quartiles

|              | Men          | Women        |
|--------------|--------------|--------------|
| Upper        | <b>42.4%</b> | <b>57.6%</b> |
| Upper middle | <b>37.0%</b> | <b>63.0%</b> |
| Lower middle | <b>20.9%</b> | <b>79.1%</b> |
| Lower        | <b>18.9%</b> | <b>81.1%</b> |

I can confirm that the above data is accurate.

**Martin Dalby**  
Chief Executive Officer



