



Gender Pay Gap Report 2023

Introduction

The gender pay gap is the difference in the average hourly wage of all men and women across a workforce. This is different to equal pay, which ensures men and women are paid the same wage for equal or similar work – we offer equal pay and have done for many years. By monitoring the gender pay gap, we can better understand our own workforce and we are working to reduce the gender pay gap each year



The gender pay gap at Center Parcs

The median gender pay gap for Center Parcs Ireland is 14.4% and the mean gender pay gap is 16.4% - the median pay gap has increased since last year, while the mean pay gap has remained the same. This compares to a mean gender pay gap in Ireland of 9.6% (Central Office for Statistics 2022 data).

The slight increase in the median pay gap is partly due to an increase in the number of women that we employ within our team member population. We have also seen an increase in the number of hours worked throughout the year by our male population in comparison to our female population, which has led to a slightly higher average pay rate.

We continue to ensure strong female representation at all levels of the business – at Center Parcs Ireland, 40% of our senior management team are women, including the role of Deputy Village Director. Our business is a major employer of women in the area and we employ 5% more women than at the snapshot date in 2022. We employ more women than men in all of our earning quartiles.

Of this number, we do have a large representation of women within our housekeeping division who work part time – this does contribute to our gender pay gap.

For part time staff our mean hourly pay gap is 15.2% and our median hourly pay gap is 15.9%. For fixed term staff, our mean hourly pay gap is 0.26% and our median hourly pay gap is 0.58%.



Understanding the gender pay gap at Center Parcs

We know that there is a gender pay gap in terms of hourly pay for women.

We recognise that this is in part due to men within the business being more likely to hold more senior roles. We do however have good representation of women in senior roles, as can be seen by more than half of the top two quartiles of earners being female.

We continue to support and nurture the careers of women within the organisation looking to progress, including running our successful Women's Development Programme.

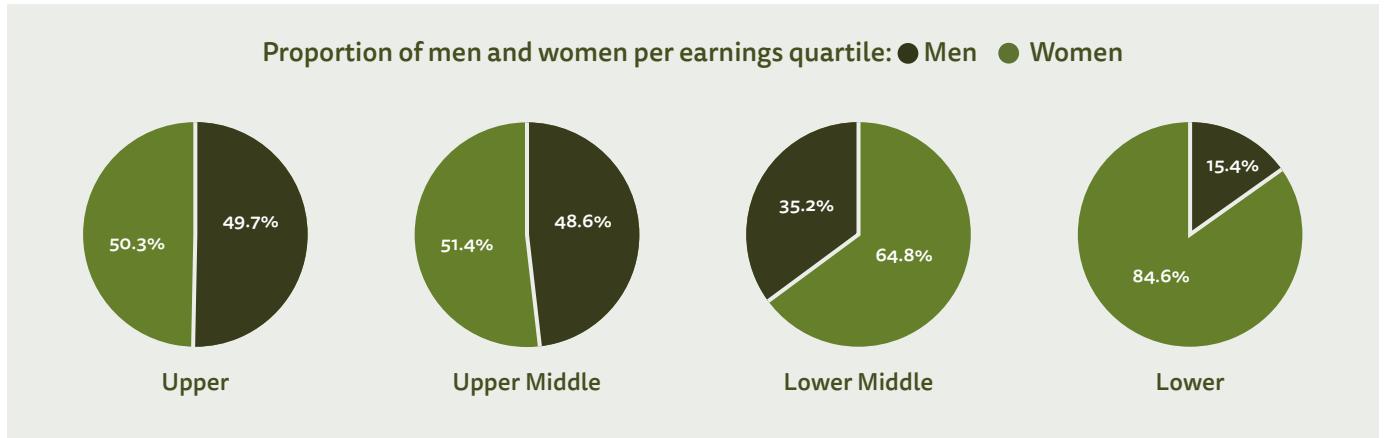
Our steps to reduce the gender pay gap

Some of the actions we are taking this year include:

- Adopting a flexible approach to working patterns for current and future employees to attract and retain a diverse workforce
- Rolling out diversity and inclusion training to all employees
- Integrating diversity and inclusion into our policies
- Continuing to run our annual Women's Development Programme, delivering coaching and mentoring to our female employees, helping to progress our key talent
- Introducing our menopause policy and working with colleagues across the business to support them at this time and keep their knowledge and skills within the business and allow them to progress their careers.



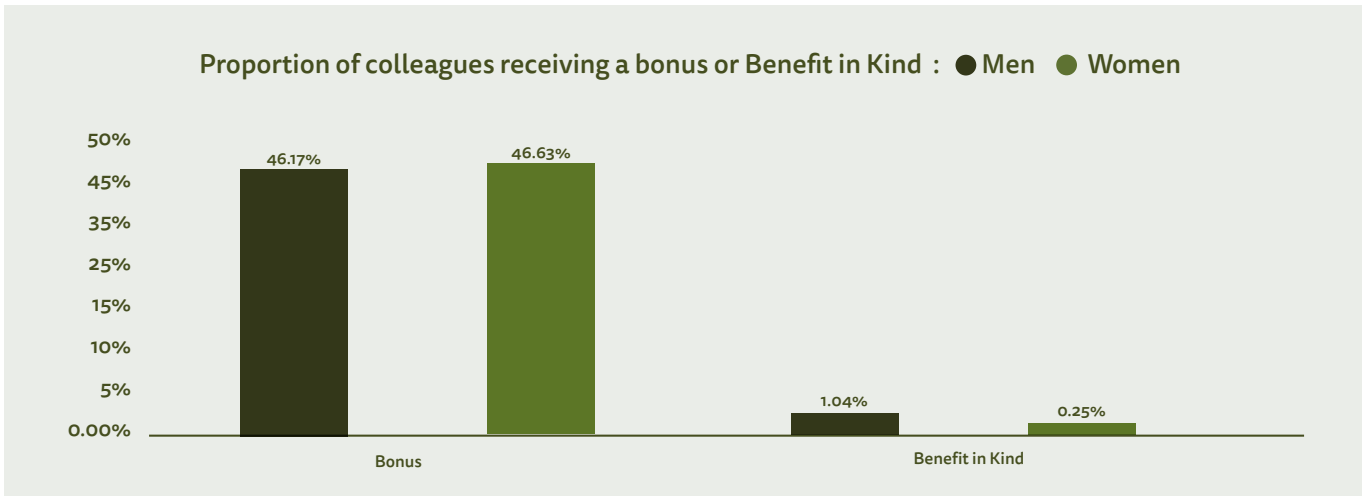
The gender pay gap in numbers



Bonus pay gap

Our median bonus pay gap is 46.6% and our mean bonus pay gap is 50.4%. This is mainly due to the fact that our bonus is linked to total annual salary. This is a higher figure for full time employees and we can see that men are more likely to work full time at Center Parcs than women.

Benefits in Kind are specific employee benefits for senior managers, such as company cars and private medical care.



I can confirm that the supplied data is accurate.

Colin McKinlay
Chief Executive Officer

