



Gender Pay Gap Report 2020

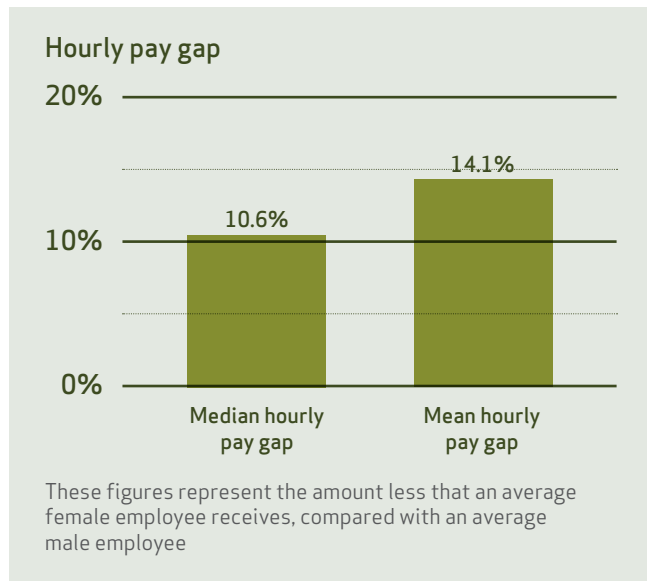
Introduction

For 2020, the median gender pay gap at Center Parcs is 10.6%. This compares with a UK median average of 15.5%*. Our mean pay gap is 14.1%.

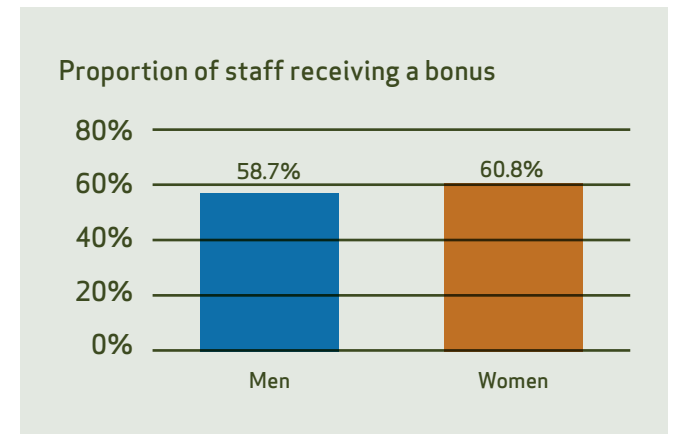
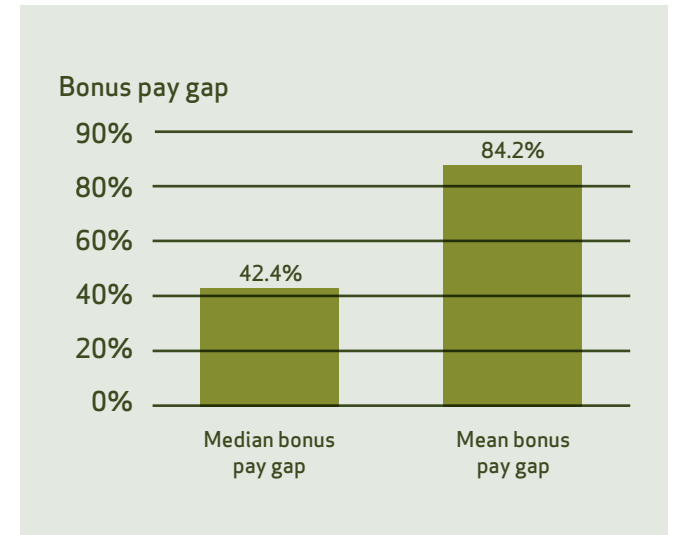
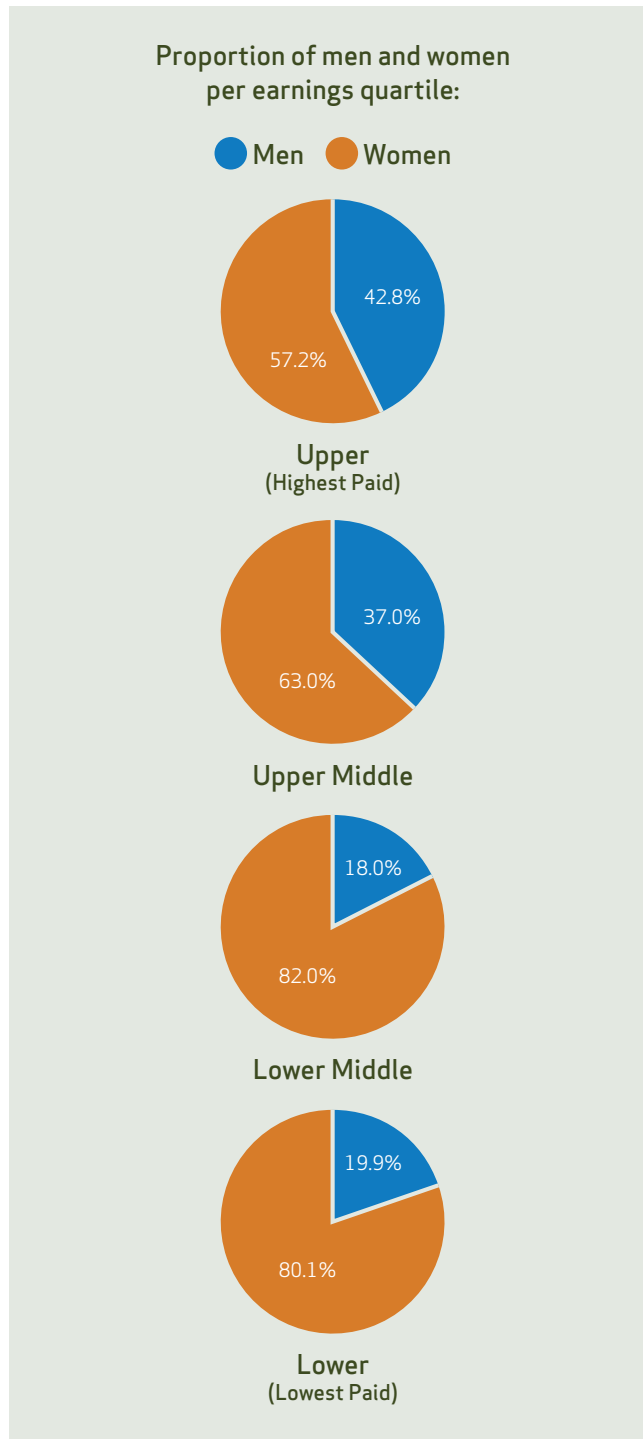
The Gender Pay Gap Report shows the difference between the average earnings of men and women. Gender pay is different to equal pay. Equal pay deals with the pay difference between men and women who carry out the same jobs, similar jobs or work of equal value. We are confident that at Center Parcs we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

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



*Based on ONS data as at October 2020



Additional Information

Number of employees by gender and working pattern

	Full Time	Part Time
Men	1425	766
Women	1464	3791

Number of employees by seniority level

	Directors	Senior Managers	Managers	Team Members
Men	6	18	246	1921
Women	0	8	195	5052

Understanding the Gender Pay Gap

There is a gender pay gap in terms of both hourly pay and bonus payments. 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 more men are 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 pay gap evident.

Women's pay at Center Parcs

The impact of the coronavirus pandemic on women's jobs has been heavily reported. At Center Parcs we have a predominantly female workforce and have committed to preserving jobs throughout the pandemic, recognising that all of our employees face different challenges and working to support their individual circumstances as much as possible.

Some of the steps that we have taken to support colleagues include:

- Offering flexible and home working where it is feasible to do so, allowing our employees greater flexibility with childcare and supporting vulnerable relatives throughout the pandemic. We plan to continue this strategy moving forward.
- Offering access to the furlough scheme for those who cannot work flexibly and have caring responsibilities or health concerns.
- Signposting mental health and wellbeing support throughout the pandemic to ensure that all our staff feel supported, whether on-site, working remotely, or on furlough.
- As we return to business as usual, we are taking this opportunity to review our recruitment, working, and training practices to ensure they encourage diversity and inclusion.

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: **17.4%** Median hourly pay gap: **11.8%**
Mean bonus pay gap: **73.7%** Median bonus pay gap: **41.5%**
Proportion of male employees who received bonus pay: **57.2%**
Proportion of female employees who received bonus pay: **60.3%**

Hourly pay quartiles	Men	Women
Upper	44.0%	56.0%
Upper middle	35.8%	64.2%
Lower middle	17.1%	82.9%
Lower	18.0%	82.0%

Center Parcs (Operating Company) Limited

Mean hourly pay gap: **10.9%** Median hourly pay gap: **9.7%**
Mean bonus pay gap: **59.8%** Median bonus pay gap: **50.7%**
Proportion of male employees who received bonus pay: **61.9%**
Proportion of female employees who received bonus pay: **61.2%**

Hourly pay quartiles	Men	Women
Upper	44.7%	55.3%
Upper middle	42.1%	57.9%
Lower middle	24.2%	75.8%
Lower	19.4%	80.6%

CP Woburn (Operating Company) Limited

Mean hourly pay gap: **10.7%** Median hourly pay gap: **9.5%**
Mean bonus pay gap: **47.8%** Median bonus pay gap: **43.5%**
Proportion of male employees who received bonus pay: **61.9%**
Proportion of female employees who received bonus pay: **62.2%**

Hourly pay quartiles	Men	Women
Upper	39.6%	60.3%
Upper middle	32.7%	67.3%
Lower middle	20.0%	80.0%
Lower	24.0%	76.0%

I can confirm that the above data is accurate.

Martin Dalby
Chief Executive Officer



