

Center Parcs Ireland

Gender Pay Gap Report 2026

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 always offer equal pay in all of our roles.

At Center Parcs, we are committed to encouraging our colleagues to grow to their very best and achieve their potential. We know the best way we can do this is to ensure that we treat everyone fairly and encourage progression for all. That's why we take monitoring our gender pay gap very seriously and are taking action to improve it.



The gender pay gap at Center Parcs

The median gender pay gap for Center Parcs Ireland is 8.9% (increased slightly from 8.1%) and the mean gender pay gap is 13.3% (increased from 11.3%). This has increased due to a slight increase in the proportion of men in our upper earnings quartile.

For part-time colleagues our mean hourly pay gap is 7.9% and our median hourly pay gap is 5.1%. For fixed-term colleagues, our mean hourly pay gap is -1.6% and our median hourly pay gap is 3.7%.

We continue to ensure strong female representation at all levels of the business – at Center Parcs Ireland, 50% of our management team are women. Our business continues to be a major employer of women in the area.



Understanding the gender pay gap at Center Parcs

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

While we have strong representation of women in management roles, we recognise that this gap is due in part to the higher representation of men within senior management positions.

As a result, we are committed to developing our female talent and have enhanced our women's development offering to suitably provide more dedicated support for both prospective and existing senior female leaders. Initiatives such as these support our commitment to increasing the representation of women in senior roles across our business. Beyond this, we actively support and nurture the careers of women through initiatives including our International Women's Day celebrations, our ongoing review of female-focused policies (such as Menopause, Fertility and Maternity), and the evolution of our Women's Development Programme into EmpowerHer. The programme now features three dedicated development pathways, from Foundation to Management to Leadership, enabling us to support nearly four times as many women as before. This enhanced programme promotes career growth and progression across our wider female talent population, focusing on overcoming imposter experiences, navigating different career stages, harnessing the power of community, and building a strong personal brand. We also continue to monitor and review promotion rates, segmented by gender, and use this data to develop targeted action plans and internal ambitions that drive continuous improvement in this area.



Our steps to reduce the gender pay gap

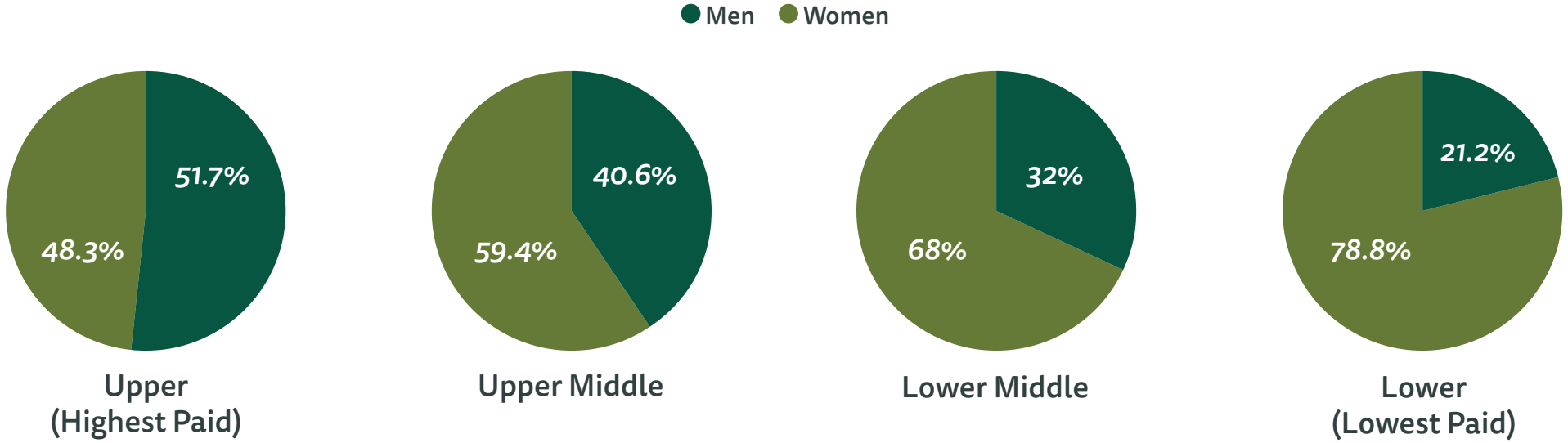
Some of the actions we are taking this year include:

- ***Enhancing our Women's Development Programme*** to include more colleagues than ever before with dedicated development pathways
- ***Supporting our female population going through the menopause***, by upskilling our Occupational Health teams to support colleagues within the workplace, and increasing awareness training for managers.
- ***Using transparent pay rates***, ensuring that any gender pay gap is driven by representation at different seniority levels rather than by inequities within our pay framework.
- ***Conducting ongoing reviews of pay differentials at each seniority level*** to support pay transparency and continuous improvement.



The gender pay gap in numbers

Proportion of men and women per earnings quartile:



Bonus pay gap

Our median bonus pay gap is 45.3% and our mean bonus pay gap is 47.8%. 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 know 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.

Proportion of colleagues receiving a bonus or Benefit in Kind

% of men receiving bonus	63.4%
% of women receiving bonus	62.1%
% of men receiving Benefit in Kind	1.5%
% of women receiving Benefit in Kind	0.2%

I can confirm that the above data is accurate.

Colin McKinlay

Chief Executive Officer


CenterParcs