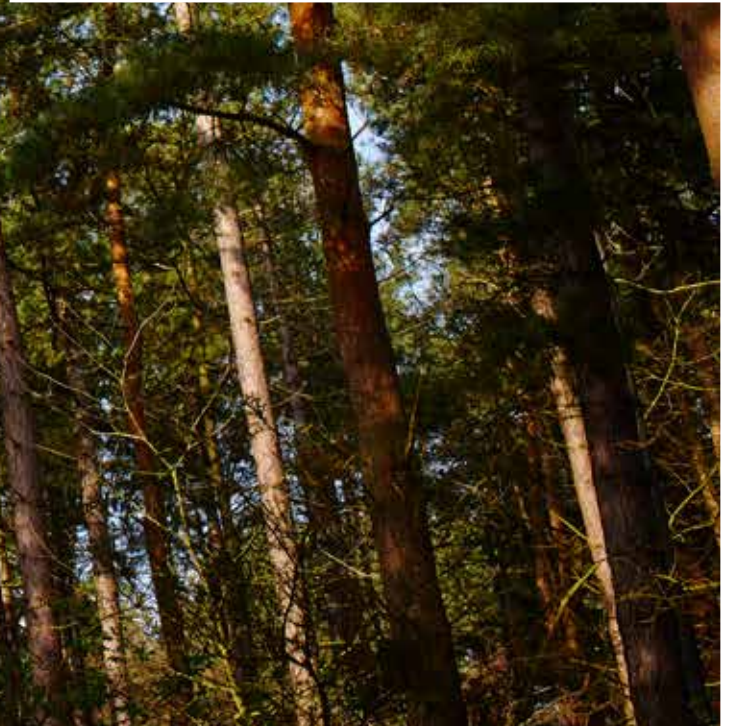




# Gender Pay Gap Report 2024



## Introduction

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 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 median gender pay gap for Center Parcs Ireland is 9.8% (reduced from 14.4%) and the mean gender pay gap is 12.8% (reduced from 16.4%) – this compares to a mean gender pay gap in Ireland of 8.2% (Central Office for Statistics 2023 data). We are pleased to see the significant reduction in our gender pay gap over the year, but we do still have further to go and are committed to improving this further.

For part-time staff, our mean hourly pay gap is 9.0% and our median hourly pay gap is 7.2%. For fixed-term staff, our mean hourly pay gap is 6.2% and our median hourly pay gap is 6.7%.

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



## Understanding the gender pay gap at Center Parcs

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.

During the course of the year we have had a number of senior appointments of women in the business – including one Board Director reflected in the report and a further Board appointment after the snapshot date.

We continue to support and nurture the careers of women looking to progress within the organisation, including running our successful Women's Development Programme. Over 140 women have now been on this programme.



## Our steps to reduce the gender pay gap

Some of the actions we are taking this year include:

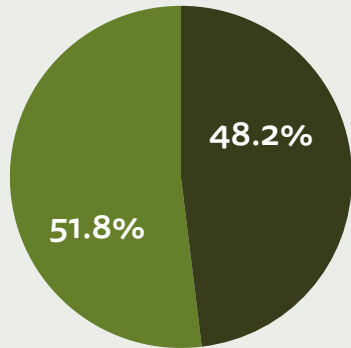
- Continuing our Diversity, Equity & Inclusion (DE&I) journey – all of our staff have undertaken DE&I training this year and we are launching a formal strategy to embed this across our business
- Adopting a flexible approach to working patterns for current and future employees to attract and retain a diverse workforce
- Using transparent pay rates, which ensures that our pay gap is driven by the number of men and women at different seniority levels, rather than our pay structure
- Continuing to run our annual Women's Development Programme, delivering coaching and mentoring to our female employees and helping to progress our key talent
- Introducing our menopause policy and working with colleagues across the business to support them at this time, keeping their knowledge and skills within the business



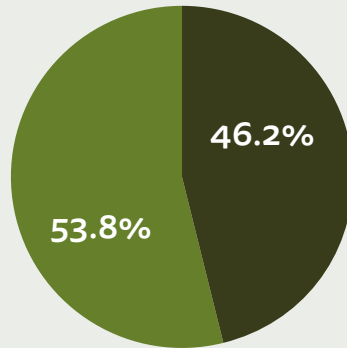
## The gender pay gap in numbers

### Proportion of men and women per earnings quartile:

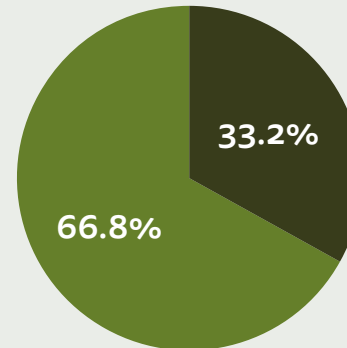
● Men ● Women



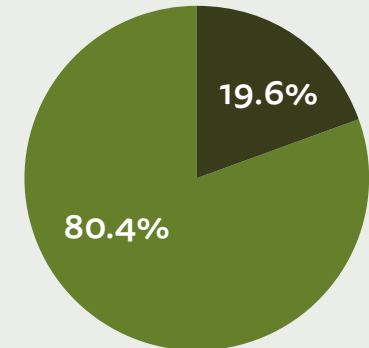
Upper  
(Highest Paid)



Upper Middle



Lower Middle



Lower  
(Lowest Paid)

### Bonus pay gap

Our median bonus pay gap is 42.8% and our mean bonus pay gap is 47.6%. 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.

### Proportion of colleagues receiving a bonus or Benefit in Kind

% of men receiving bonus	58.0%
% of women receiving bonus	54.9%
% of men receiving Benefit in Kind	0.84%
% of women receiving Benefit in Kind	0.24%

I can confirm that the above data is accurate.

Colin McKinlay

