



# Gender Pay Gap Report 2022





## 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 11.4% and the mean gender pay gap is 16.4%. These figures represent the amount less that an average female employee earns, compared to an average male employee. We feel that these figures are reassuring, but we know we still have work to do to reduce the gap even further.

We strive to ensure there is strong female representation at all levels of the business – at Center Parcs Ireland, 38% of the line management team are women, including the role of Deputy Village Director. We are also one of the major employers of women in the local area, with 770 female colleagues compared to 470 male colleagues.

We also offer roles within our Housekeeping division which are ideally suited to working parents, with options to fit around school hours and a majority of roles only being contracted to work on Mondays and Fridays.



## 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 more men holding senior positions within the business and we are taking active steps to introduce pathways to help our female colleagues progress. We know we have a high number of female employees, and we want to ensure we nurture and support the talented women within the organisation.



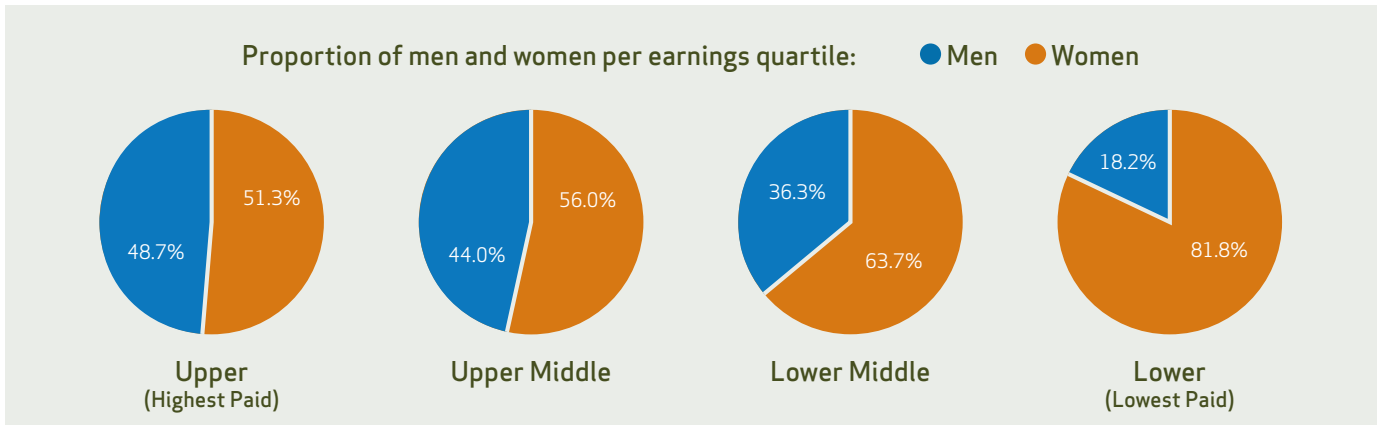
## Our steps to reduce the gender pay gap

### Some of the actions we are taking this year include:

- Delivering diversity and inclusion training to all colleagues by the end of 2023
- Embedding diversity and inclusion training in the onboarding process for all new starters
- Integrating diversity and inclusion into our People Framework, forming our core values as a business
- Adopting a flexible approach to working patterns for current and future employees
- Continuing to run our annual Women's Development Programme, delivering coaching and mentoring to our female employees
- Raising awareness of women's experiences of the menopause in the workplace, providing guidance to managers and ensuring women feel empowered and supported to continue their careers
- Reviewing our policies and practices to identify opportunities for improvement and sharing best practice

# The gender pay gap in numbers

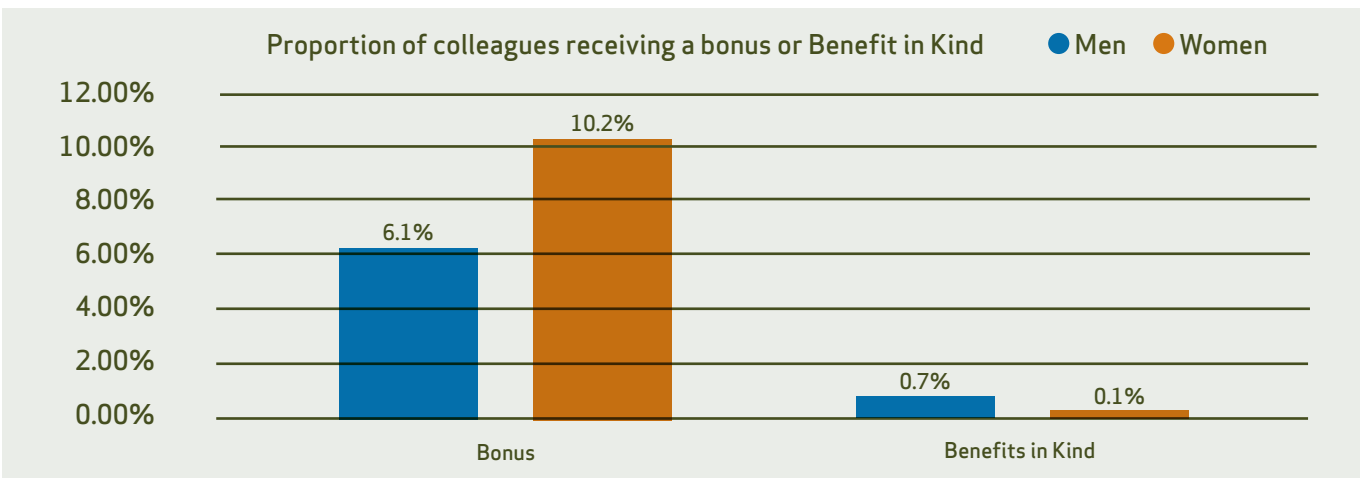
Whilst we do have a relatively even split across the upper quartiles, we are conscious that there are significantly more women in the lower quartiles than men. We are seeking to understand why this is and looking at actions we can take to combat this.



## Bonus pay gap

Our median bonus pay gap is 0% and our mean bonus pay gap is -13.7%. This means that fewer men received bonus payments than women. This is due to the fact the business did not pay Shared Success (bonus payments for employees) or Management Bonuses (bonus payments for managers) during the reporting period, due to the impact of the pandemic. Bonus payments also incorporate commission from sales in Aqua Sana Spa – we have more female employees in the spa than male, which has influenced the bonus pay gap.

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



I can confirm that the above data is accurate.

Colin McKinlay  
Chief Executive Officer

