

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 UK is 8.0% (compared to 7.1% in 2020/21). This compares with a UK median average of 14.9% (based on ONS data as at October 2022). The mean gender pay gap is 15.0% (compared to 16.1% in 2020/21). 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. However, we are proud that we have already successfully reduced our gender pay gap from 13.2% in 2017 (our first gender pay gap report) to 8.0% at present.

We are a major employer of women, with more than 6,000 female colleagues compared to around 2,400 male colleagues. 72% of our female colleagues and 37% of our male colleagues are employed on a part-time basis, a large majority of whom work within our Housekeeping division. These roles 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.

We are committed to ensuring there is strong female representation at all levels of the business and we will continue to monitor longer-term trends in respect of the gender pay gap at Center Parcs and take action to ensure this is reduced.



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.



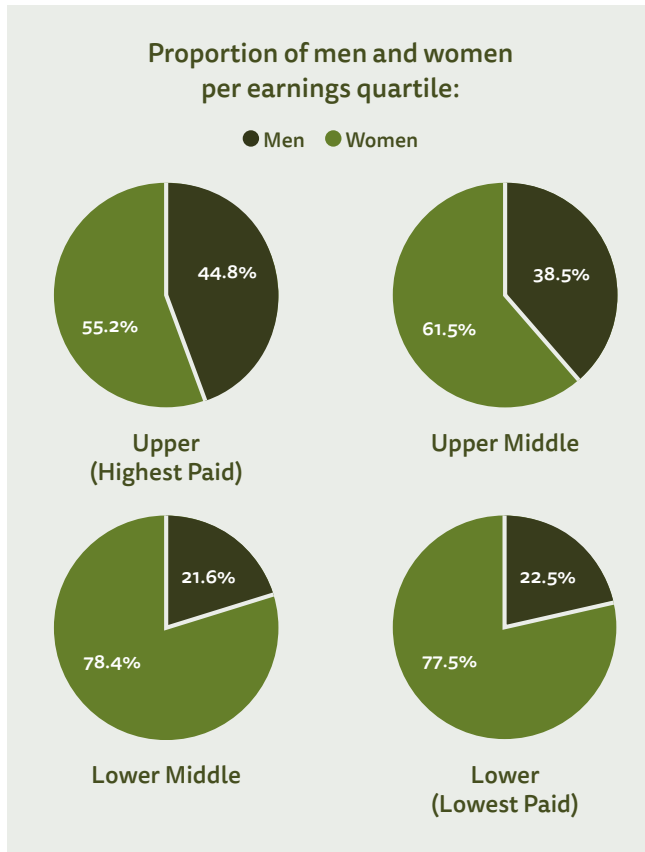
Our steps to reduce the gender pay gap

Some of the actions we are taking this year include:

- Reviewing and updating our diversity and inclusion strategy and publishing clear action plans
- 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, recognising that our colleagues have responsibilities outside of work, and working collaboratively to determine working hours where possible
- Implementing part-time home working where it is feasible to do so
- Continuing to run our annual Women's Development Programme, delivering coaching and mentoring to our female employees – this year, we hope to offer the programme to the highest number of delegates to date
- 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
- Continuing to support our employees with their wellbeing, including improving access to healthcare services

The gender pay gap in numbers

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.



Number of employees by gender and working pattern

	All employees	Full-time contract	Part-time contract
Men	2,432	1,521	911
Women	6,018	1,668	4,350

Number of employees by seniority level

	Directors	Senior managers	Managers	Team members
Men	6	16	226	2,184
Women	0	8	170	5,840

Bonus pay gap

Our median bonus pay gap is 0% and our mean bonus pay gap is -12.0%. This means that fewer men received bonus payments than women.

These figures do not represent a typical year as, due to the ongoing effects of the Covid-19 pandemic, the business did not pay Shared Success (bonus payments for employees) or Management Bonuses (bonus payments for managers) during the reporting period. 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. We anticipate the bonus pay gap returning to normal levels next year.



I can confirm that the supplied data is accurate.

Colin McKinlay
Chief Executive Officer

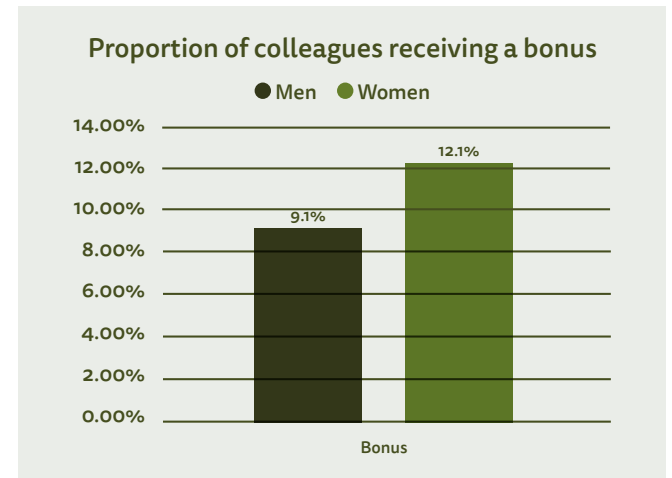
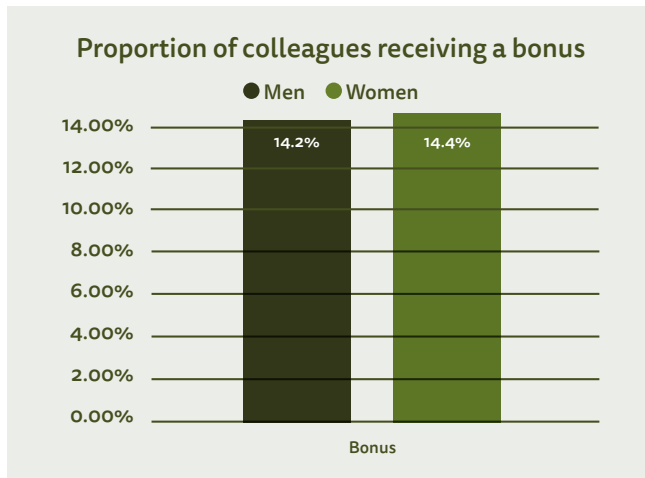
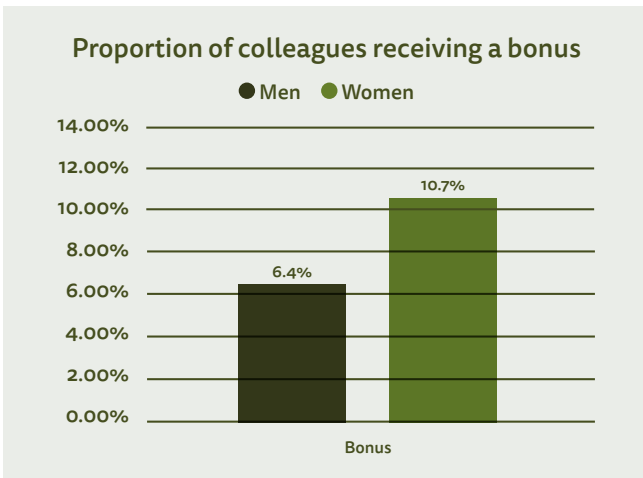
Statutory disclosures

Center Parcs group has three separate legal entities which employ more than 250 employees. The numbers relating to these are as follows:

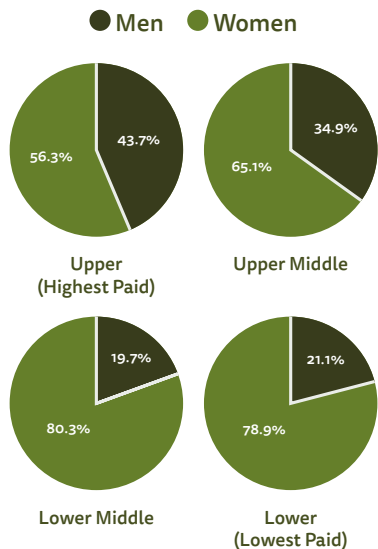
Center Parcs Limited	
Mean hourly pay gap:	17.1%
Median hourly pay gap:	8.8%
Mean bonus pay gap:	20.1%
Median bonus pay gap:	0.0%

Center Parcs (Operating Company) Limited	
Mean hourly pay gap:	9.5%
Median hourly pay gap:	7.5%
Mean bonus pay gap:	-9.0%
Median bonus pay gap:	0.0%

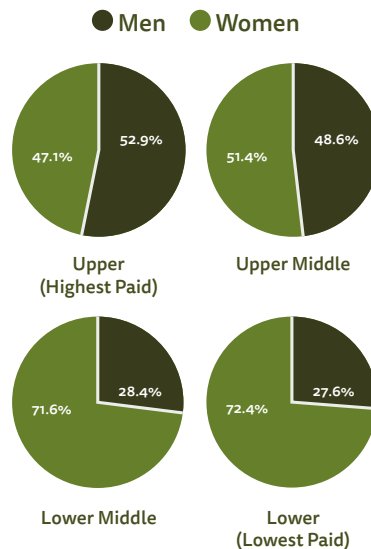
CP Woburn (Operating Company) Limited	
Mean hourly pay gap:	9.1%
Median hourly pay gap:	8.1%
Mean bonus pay gap:	18.14%
Median bonus pay gap:	50.0%



Proportion of men and women per earnings quartile:



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