



# Gender Pay Gap Report 2023



## Introduction

At Center Parcs we are incredibly proud of our people, and we aim to provide a workplace where everyone is welcome, and everyone can be themselves. We believe that having a diverse workforce is vital to providing the best short break experience for our guests.

Whilst we do have a gender pay gap, we have improved it this year (by 1%) and we are committed to decreasing it further going forwards.

As a business we have made good progress this year with DEI activity across our teams, we have appointed a female Chief Financial Officer and the appointment of my role of Chief People Officer to the board will strengthen our commitment to ensuring that there are no barriers for women to progress their careers at Center Parcs.

I can confirm that the supplied data is accurate.



*C Petchey*

**Cathryn Petchey** Chief People Officer

## Summary

In 2023 the median gender pay gap at Center Parcs is 7.0%. This compares with a UK median average of 14.3%\*. Our mean pay gap is 12.8%.

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 are committed to monitoring the longer-term trends in respect of the gender pay gap at Center Parcs and taking action to ensure this is reduced.

\*Based on ONS data as at November 2023



## 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.

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:

- Ensuring all of our workers, regardless of age, are paid more than the Government's National Living Wage
- Adopting a flexible approach to working patterns for current and future employees to attract and retain a diverse workforce
- Rolling out diversity and inclusion training to all employees
- Integrating diversity and inclusion into our policies
- Continuing to run our annual Women's Development Programme, delivering coaching and mentoring to our female employees, helping to progress our key talent
- Introducing our menopause policy and working with colleagues across the business to support them at this time and keep their knowledge and skills within the business and allow them to progress their careers.



## Gender Pay Gap at a glance

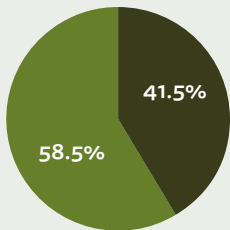
### Hourly pay gap

Median hourly pay gap:	7.0%
Mean hourly pay gap:	12.8%

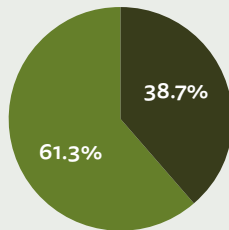
These figures represent the amount less that an average female employee receives, compared with an average male employee.

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

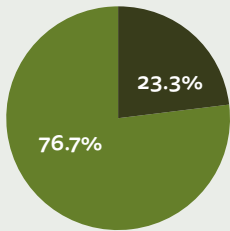
● Men ● Women



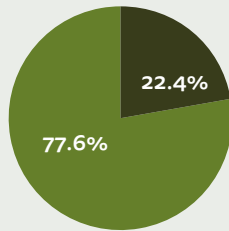
Upper  
(Highest Paid)



Upper Middle



Lower Middle



Lower  
(Lowest Paid)

## Bonus Pay Gap

### Bonus pay gap

Median bonus pay gap:	51.0%
Mean bonus pay gap:	73.1%

### Proportion of staff receiving a bonus

Men receiving a bonus:	54.2%
Women receiving a bonus:	59.0%



## Additional information

### Number of employees by gender and working pattern

	Full time	Part time
Men	1627	1045
Women	1805	4808

### Number of employees by seniority level

	Directors	Senior Managers	Managers	Team Members
Men	5	31	216	2420
Women	1	11	179	6422

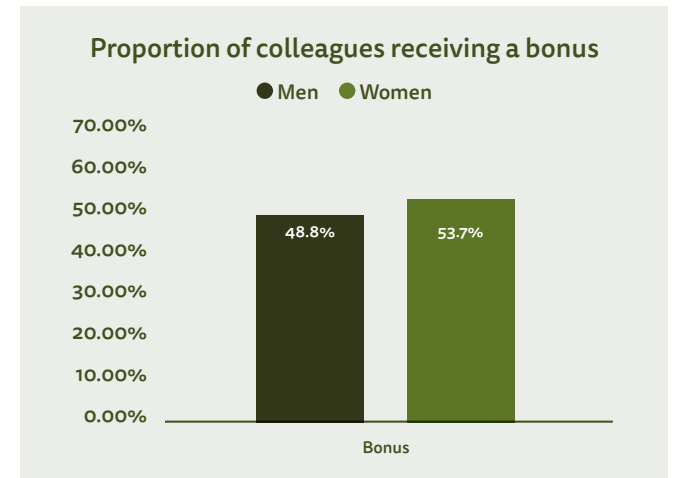
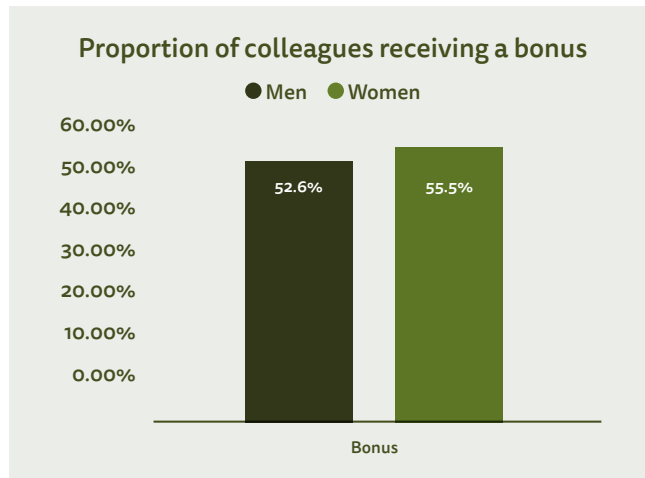
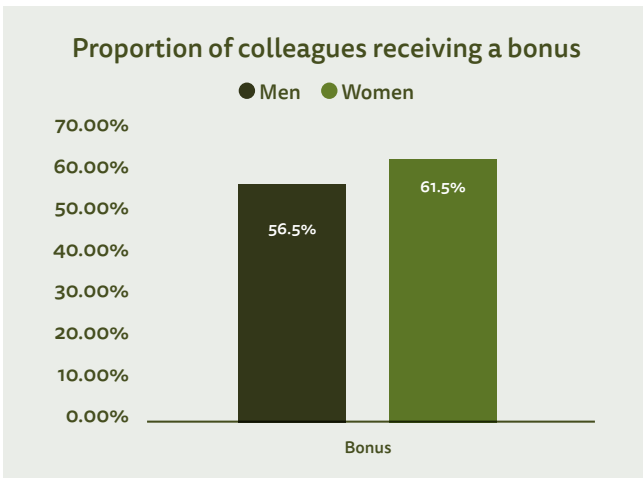
# Statutory disclosures

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:

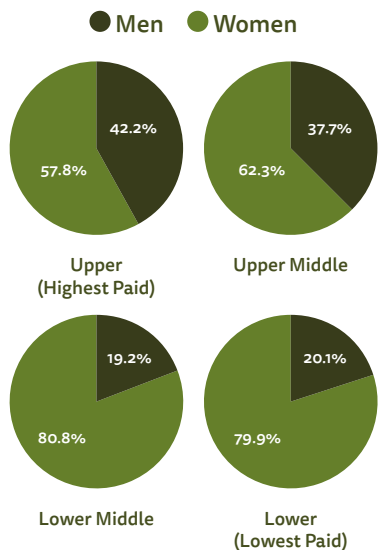
Center Parcs Limited	
Mean hourly pay gap:	16.3%
Median hourly pay gap:	7.9%
Mean bonus pay gap:	78.1%
Median bonus pay gap:	49.8%

Center Parcs (Operating Company) Limited	
Mean hourly pay gap:	4.5%
Median hourly pay gap:	1.8%
Mean bonus pay gap:	54.1%
Median bonus pay gap:	46.9%

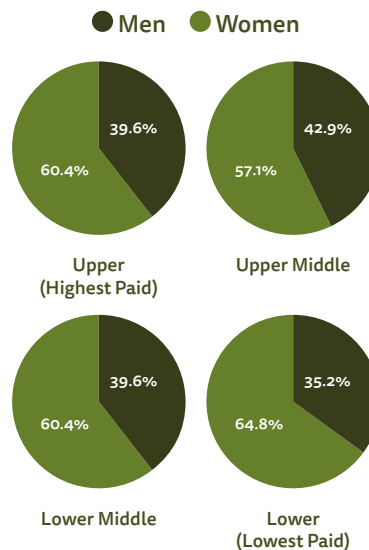
CP Woburn (Operating Company) Limited	
Mean hourly pay gap:	8.0%
Median hourly pay gap:	5.5%
Mean bonus pay gap:	52.7%
Median bonus pay gap:	51.3%



Proportion of men and women per earnings quartile:



Proportion of men and women per earnings quartile:



Proportion of men and women per earnings quartile:

