



CenterParcs

Gender Pay Gap
Report 2021

The logo for CenterParcs, featuring a stylized green bird or leaf shape above the brand name. The text 'Gender Pay Gap Report 2021' is displayed in a white, sans-serif font on a dark green background.

Introduction

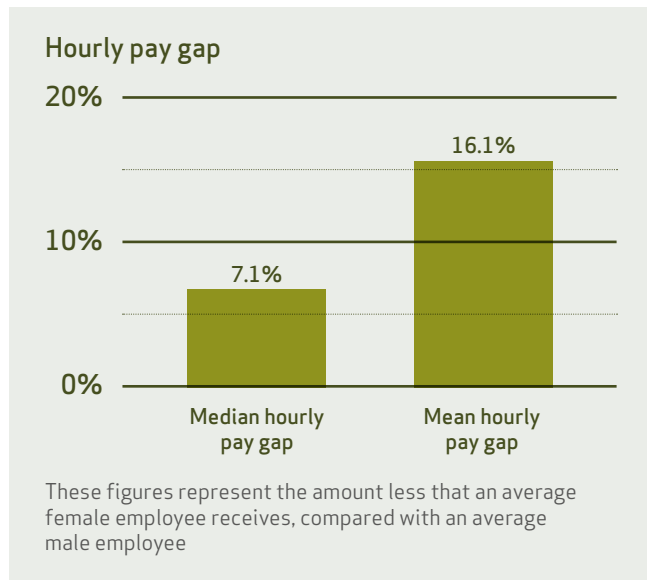
For 2021, the median gender pay gap at Center Parcs is 7.1%. This compares with a UK median average of 15.4%*. Our mean pay gap is 16.1%.

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.

Along with many other companies in the UK, our 2021 gender pay gap figures have been heavily impacted by the effects of the pandemic on working patterns and wages, with many employees excluded from the figures this year due to not being at work at the reporting date. This is because around 80% of our workforce were on furlough or other leave which reduced their pay at some point during the reporting period. Very few payments were made which meet the definition of bonus payments under the gender pay gap reporting requirements, so the figures for these are particularly skewed compared to previous years.

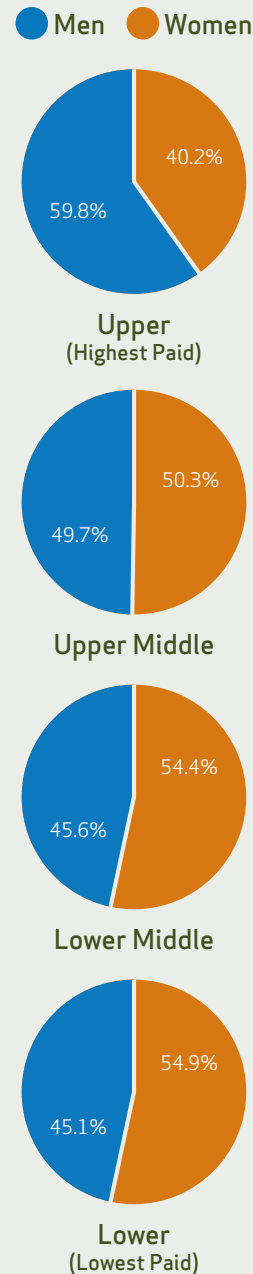
We are committed to monitoring the longer-term trends in respect of the gender pay gap at Center Parcs and taking action to ensure this is reduced.

Gender Pay Gap at a glance

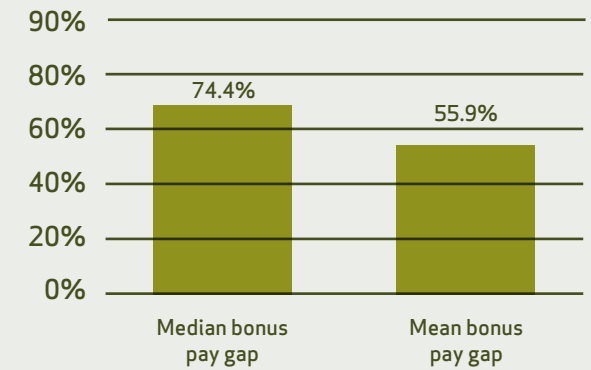


*Based on ONS data as at October 2021

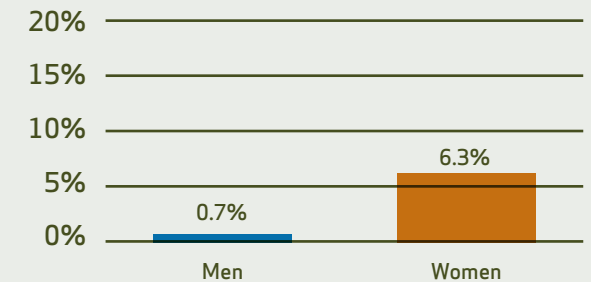
Proportion of men and women per earnings quartile:



Bonus pay gap



Proportion of staff receiving a bonus



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.

As the business moves back into normal operation, we are looking at ways that we can reduce the demographic pay gap at Center Parcs by utilising the strong base of female employees that we have already working for us. Some of actions that we are taking this year include:

- Adopting a flexible approach to working patterns with our employees and potential employees.
- Implementing part time home working where it is feasible to do so.
- Reinstating the Womens Development Programme, a successful coaching programme to help and encourage our female employees to realise their full potential.
- Improving awareness of the menopause in the workplace by providing guidance for managers on how they can improve workplace environments. Our aim is to ensure that women going through the menopause are supported to continue their career at Center Parcs.
- Reviewing our Diversity & Inclusion practices to look for areas of improvement and how we can implement best practice.

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: **17.5%** Median hourly pay gap: **9.7%**
 Mean bonus pay gap: **58.1%** Median bonus pay gap: **56.3%**
 Proportion of male employees who received bonus pay: **0.8%**
 Proportion of female employees who received bonus pay: **6.5%**

Hourly pay quartiles	Men	Women
Upper	60.8%	39.2%
Upper middle	43.3%	56.7%
Lower middle	45.7%	54.3%
Lower	43.9%	56.1%

Center Parcs (Operating Company) Limited

Mean hourly pay gap: **8.3%** Median hourly pay gap: **9.5%**
 Mean bonus pay gap: **39.4%** Median bonus pay gap: **88.6%**
 Proportion of male employees who received bonus pay: **0.4%**
 Proportion of female employees who received bonus pay: **5.1%**

Hourly pay quartiles	Men	Women
Upper	64.1%	35.9%
Upper middle	62.5%	37.5%
Lower middle	49.2%	50.8%
Lower	53.8%	46.2%

CP Woburn (Operating Company) Limited

Mean hourly pay gap: **4.8%** Median hourly pay gap: **7.0%**
 Mean bonus pay gap: **-2.3%** Median bonus pay gap: **70.1%**
 Proportion of male employees who received bonus pay: **0.5%**
 Proportion of female employees who received bonus pay: **6.9%**

Hourly pay quartiles	Men	Women
Upper	58.8%	41.2%
Upper middle	57.7%	42.3%
Lower middle	40.3%	59.6%
Lower	46.1%	53.9%

I can confirm that the above data is accurate.

Martin Dalby
 Chief Executive Officer



