

# Park Holidays UK Limited

## Gender Pay Gap Report 2020

(as at 5 April 2020)



Although Covid and lockdowns had a significant impact on the holiday park business, the Government's Furlough Scheme enabled Park Holidays to retain and provide learning & development opportunities for all permanent and seasonal employees until the holiday parks could fully re-open in May 2021. Over 1450 Park Holidays' employees benefitted from the Furlough Scheme over the period April 2020 – May 2021. However, as most employees' first furlough payments were made at the end of April 2020, there was no material effect on the Gender Pay Gap data for 2020.

### Pay Quartiles

	Top Quartile	Upper Middle Quartile	Lower Middle Quartile	Lower Quartile
Men	75.3%	54.2%	66.5%	46.8%
Women	24.7%	45.8%	33.5%	53.2%

### Pay & Bonus Gender Pay Gap

	Mean	Median
Hourly Pay	30.6%	7.1%
Bonus Pay	49.2%	64.2%

(Female lower than male)

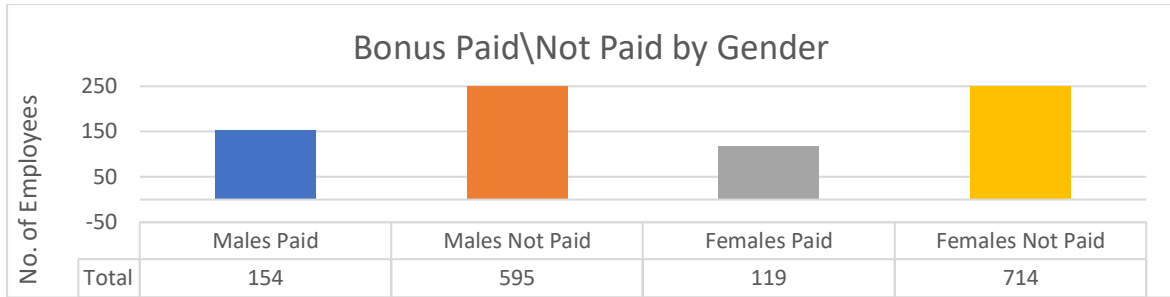
Between 2018 and 2020 reporting there was a small improvement in the percentage of women in the Top and Lower Quartiles (2018: Top 74.7% (Men) and 25.3% (Women) & Lower 47.6% (Men) and 52.4% (Women)) but a decrease in both the Upper Middle and Lower Middle Quartiles. Acquisitions of new businesses have increased the number of male employees in management roles resulting in the Upper Middle and Lower Middle quartile percentages shifting in favour of male employees.

Remuneration is based on business responsibility, financial performance targets and individual business standards; the bonus criteria have remained unchanged in the relevant reporting year and continue to be driven by the Company's financial performance.

There was a significant reduction in the inclusion of both men and women in bonus schemes for 2019-2020 due to the Company's financial performance in a difficult economic climate.

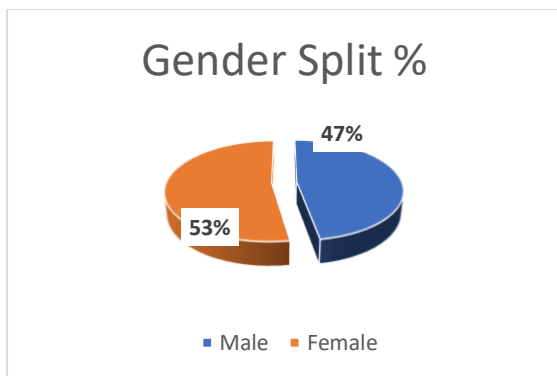
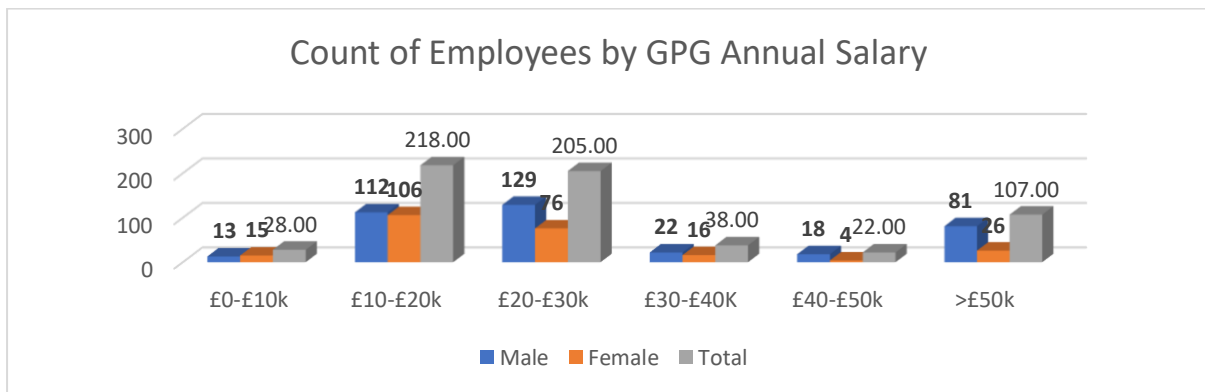
The Pay & Bonus Gaps (female lower than male) for 2020 were much lower than in 2018 directly as a result of significantly fewer bonuses being paid in the year to 5<sup>th</sup> April 2020. (2018 Hourly pay: Mean of 58.1% and Median of 7.2%. Bonus pay: Mean 64.4% and Median 41.5%).

20.6% of men and 14.3% of women were included in bonus scheme across the group compared with 44.2% of men and 29.9% of women in 2018.



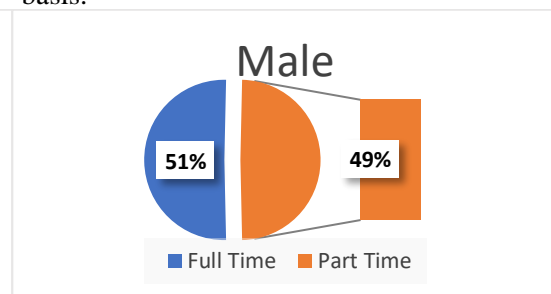
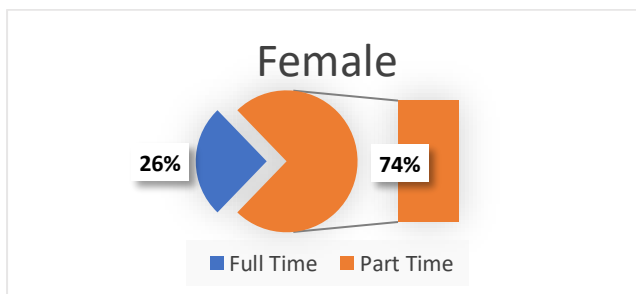
With the acquisition of new businesses into the Group, the percentage of men in the top and upper-middle quartiles has increased; a significant percentage of new senior and middle management employees have been male.

The key factors influencing the hourly and bonus pay gap remain unchanged in that there continue to be significantly more men in senior positions than women and more women in part-time roles which do not offer bonus opportunities.



#### Gender Split

Although the split between male and female employees remains reasonably well-balanced, the decision to increase internal rather than source external housekeeping services has seen an almost equal increase in the number of both male and female part-time employees (Male 10% and Female 7%). There continue to be more men than women employed on a full-time basis.



## Personal Development & Succession Planning

The Company's internal personal development opportunities continue through access to the Company's own Skills Academy, the Apprenticeship Development Programme as well as externally sourced leadership and development programmes. These are available to all employees who have been identified as having the requisite skills and aptitude to progress their career with Park Holidays regardless of their gender.

The knowledge and skills of the Company's regional and senior managers play a key part in the development of middle managers. The Company's annual appraisal programme and regular 1-1 meetings and training provide the opportunity to discuss learning and development needs and future career opportunities.

Recruitment continues to be on the basis of "the right person for the right role" with no gender bias; typically applications for middle and senior management roles are received from significantly more men than women with, on several occasions, no women applying for a role that sits within the Upper Middle and Top Quartiles. However, we remain confident that men and women are paid equally for equivalent roles within all pay quartiles.



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