

Park Holidays UK Limited

Gender Pay Gap Report 2021

(as at 5 April 2021)



As expected Covid, for the first full year of the pandemic, had a marked effect on the Park Holidays' business during the period April 2020 – March 2021. As frequently highlighted in the media, hospitality was one of the sectors significantly affected by Covid due to the percentage of staff who would normally have been working being placed on furlough at different times and for varying periods during the reporting year. Holiday parks were only permitted to re-open on a phased programme starting in March 2021 with all staff finally removed from the furlough scheme by May 2021.

It has therefore been difficult to consolidate the information into meaningful data and against which to make comparisons with last year and other previous years.

2021 Pay Quartiles

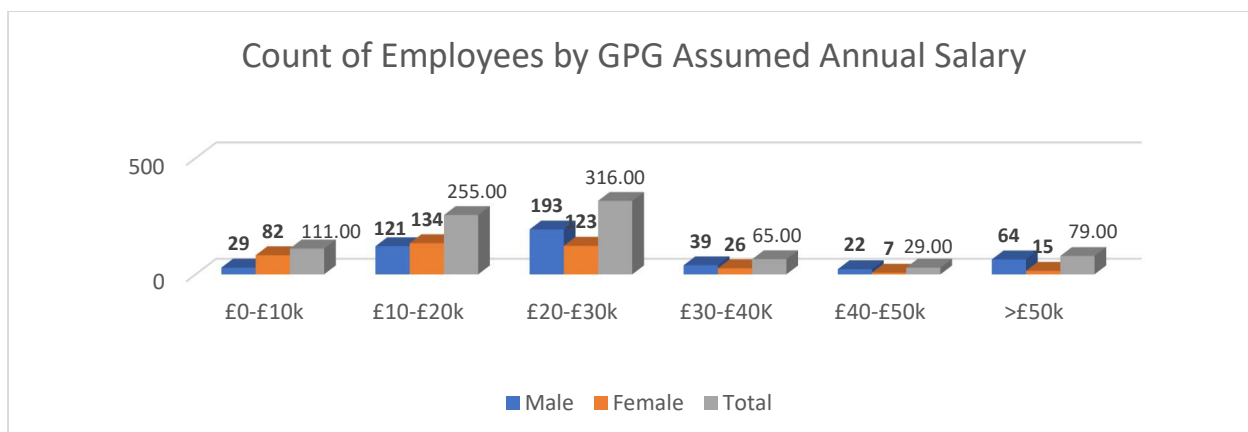
	Top Quartile	Upper Middle Quartile	Lower Middle Quartile	Lower Quartile
Men	67.6%	63.6%	55.1%	32.7%
Women	32.4%	36.4%	44.9%	67.3%

Between 2020 and 2021 reporting there were improvements in the percentage of women in three of the quartiles: Upper, Lower Middle and Lower Quartiles

2020:	Upper	75.3% (Men) and 24.7% (Women)
	Lower Middle	66.5% (Men) and 33.5% (Women)
	Lower	46.8% (Men) and 53.2% (Women)

Recruitment of additional female team members within the senior management team has redressed some of the balance between men and women in the upper quartile: 2020 24.7% were women and in 2021 this increased to 32.4%.

A combination of further business acquisitions, but mainly the overall effect of retaining seasonal employees on the Government's furlough scheme during the year, also increased the percentage of female employees in both the lower middle and lower quartiles.



Pay & Bonus Gender Pay Gap

Hourly Pay

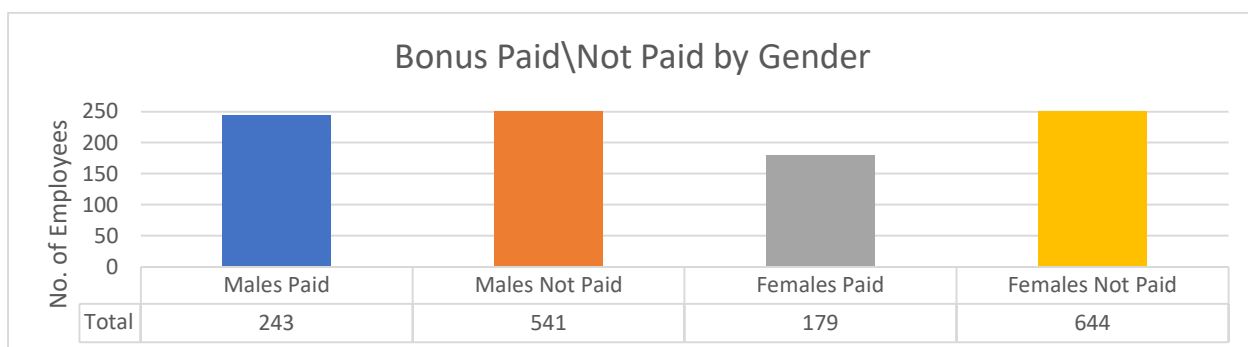
The mean hourly pay for women during 2021 was 38.6% lower than men compared with 30.6% (lower) in 2020 with the median being 10.2% (women lower than men in 2021) compared with 7.1% lower in 2020.

Pay was also affected by the furlough scheme with remuneration being calculated on historic average earnings rather than actual hours worked; this has therefore also affected the Company's ability to make direct year on year comparisons for both men and women in the normal way.

Bonus Pay

The mean bonus pay during 2021 was comparable with 2020 at 49.7% and 49.2% respectively (women lower than men).

The change in the median bonus pay moved from 64.2% in 2020 (women lower than men) to -64.2% in 2021 (women more than men - a positive result in a particularly challenging year).



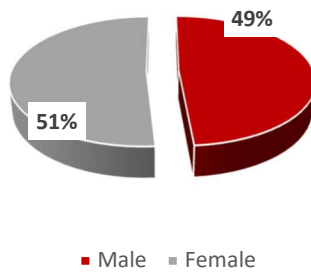
Throughout 2021 the ability to earn bonus payments on a monthly or annual basis was also reduced by the business closure periods with fewer men and women in the upper and upper middle quartiles being able to achieve an annual bonus based on business performance and targets.

There was, however, also an overall increase in 2021 (from 2020) in the number of both men and women who did receive a bonus payment:-

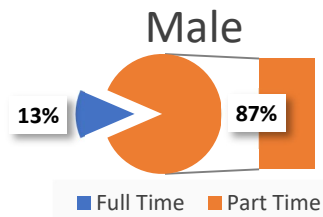
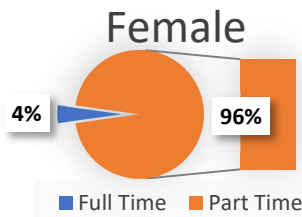
2020: 20.6% of men and 14.3% of women

2021: 31.0% of men and 21.7% of women

Gender Split %



Although the split between male and female employees has returned from 2020 to an almost equal balance in 2021, this statistic will again be influenced by the use of the furlough scheme; historically there are more women than men in the lower and lower middle quartiles who would leave at the end of their seasonal contract. The retention of all employees on the furlough scheme beyond the normal leaving dates has resulted in the more equal gender split for the year. There continue to be more men than women employed on a full-time basis.



Learning & Development & Succession Planning

During 2021 the Company quickly adapted to the use of Microsoft Teams to carry out as much personal development and compliance training as possible which required significant investment in additional equipment and licences to support employees accessing on-line training modules whilst on furlough. Seasonal staff with no access to the Company's systems were provided with full access to on-line training modules and additional pay, where relevant, was given to support as much wider learning as possible.

Individual reviews, appraisals and business review meetings also continued by Microsoft Teams including information and support on how to ensure relevant health & safety precautions during Covid and maintain regular contact with their team members.

The Company's internal personal development opportunities continued through remote learning: external resources and training organisations also adapted to continue the provision of learning opportunities during lockdown. A significant number of meetings and briefings were held to prepare all team members for their return to the workplace and leaders provided with guidance on how to welcome back their teams in the post-lockdown environment.

Departmental seminars, briefings and mini conferences were also held on-line to build business skills and individual learning.

The approach to recruitment has been maintained to ensure that the business recruits individuals with the right aptitude, attitude, skills and experience into each role, both permanent and seasonal, regardless of gender. There is no bias applied at any level for any role. Women are treated equally and fairly in respect of pay for the role (i.e. on the same basis as men), career opportunities and personal development.

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