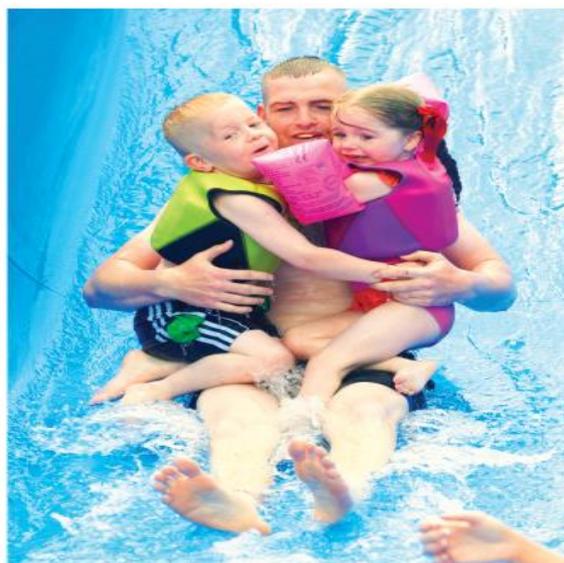


# Gender Pay Reporting

March 2020



TO  
GIVE OUR  
GUESTS A  
GREAT TIME,  
WITH MEMORIES  
THAT LAST A LIFETIME.

Creating the UK's most loved  
Holiday and holiday home business

Bourne Leisure is one of the largest providers of holidays and holiday home ownership in the UK. Our brands (Haven, Butlin's and Warner Leisure Hotels) are amongst the most recognised within the UK holiday market. We're delighted to offer a memorable experience to our 4.5 million guests and 25,000 holiday home owners each year through our 17,500 dedicated team members.

### Pay Quartiles

Proportion of males and females in each pay quartile. Total number of Team reported on for 2020 is: 15,150.

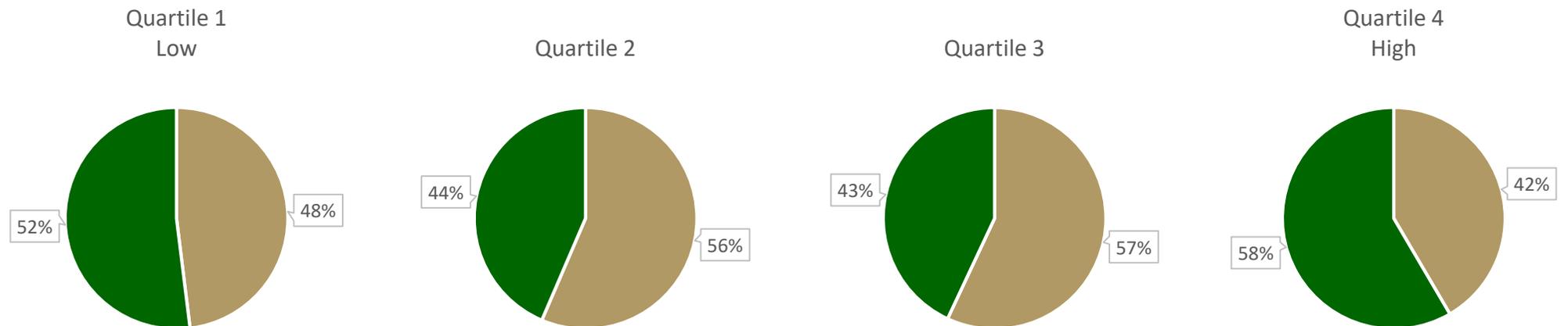
**KEY:**



Male



Female



Our Quartiles are generally well balanced. We launched the deal for our team in 2017- Give our guests a great time and we'll give you the opportunity of a lifetime. Over the next 3 years we'll be promoting career development at all levels via our 'Grow to' Programmes. Our first Grow to GM Programme launched in 2018 and Grow to Team Leader launched in 2019.

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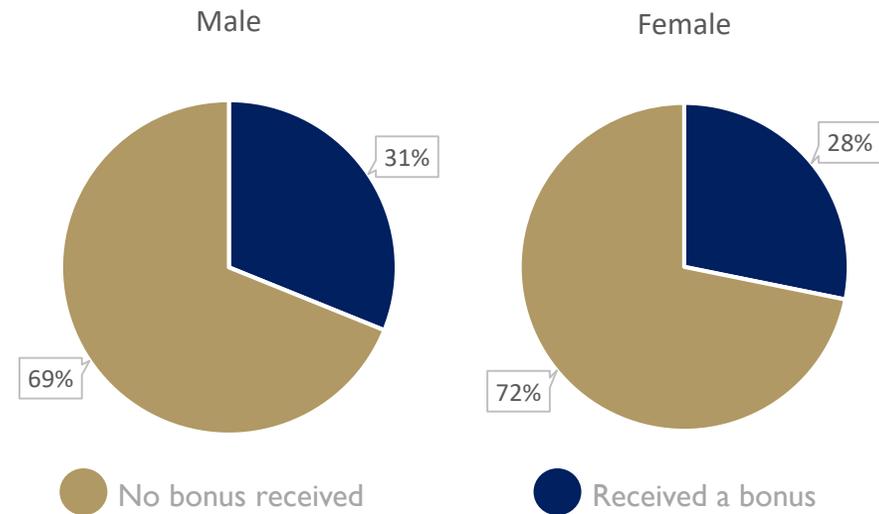
## Gender Pay and Bonus Gap

Difference between men and women	Mean	Median
Gender pay gap	12.85%	0.0%
Gender bonus gap	42.6%	-6.0%

The table above shows our overall mean and median pay gap based on calculated rates of pay at the relevant date (5 April 2019). It also shows the mean and median difference between bonuses (including commission and incentives) paid to men and women in Bourne Leisure in the 12 months to April 2019.

We have more men at the most senior levels which influences the mean pay and bonus gap.

## Proportion of team receiving a bonus (2019)



This shows that there was 3% fewer women (of all women) being paid a bonus (commission and incentives) than of all men being paid a bonus in the 12 months to April 2019, a slight decrease for women, compared to 2018.

I confirm that the data reported here is accurate



**Sarah Dickins, Bourne Leisure People Director**