



Gender Pay Gap Report

2020

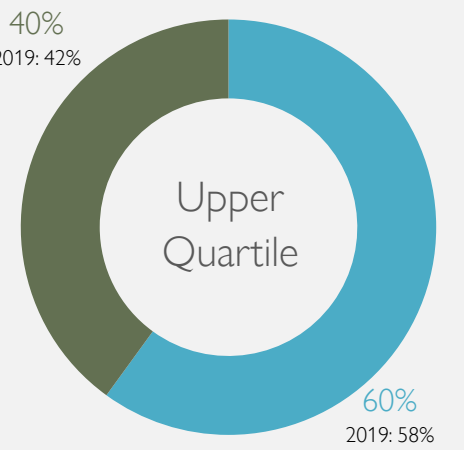
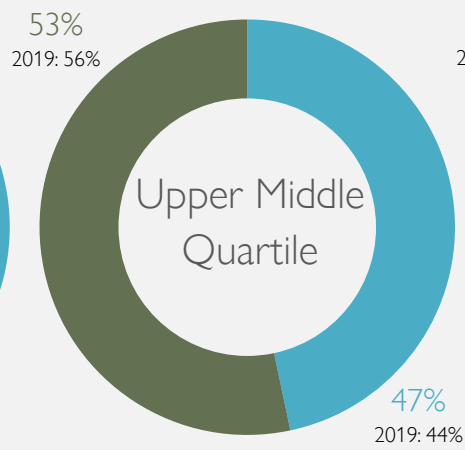
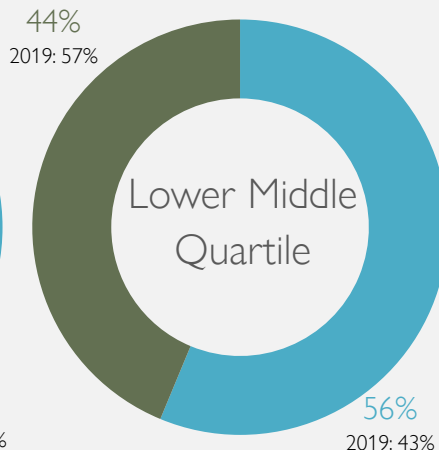
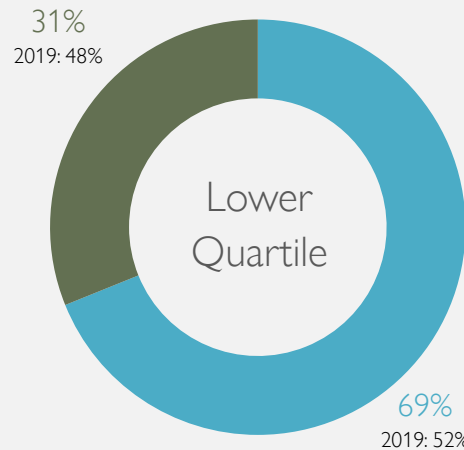
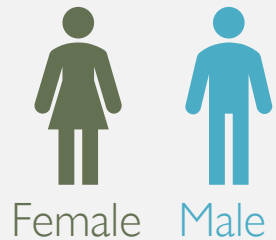
Bourne Leisure is one of the largest providers of holidays and holiday home ownership in the UK. Our brands (Haven, Butlin's and Warner Leisure Hotels) are amongst the most recognised within the UK holiday market. We're delighted to offer a memorable experience to our 4.5 million guests and 25,000 holiday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

Pay Quartiles

Pay Quartiles show the proportion of team members in each quartile that are female and male.

Reporting for 2020 is based on a 5th April 2020 snapshot date. The results are significantly impacted by the Covid-19 pandemic due to the required closure at that time of our Parks, Hotels and Resorts. As per Government guidance, team members who were included in the Coronavirus Job Retention Scheme on the snapshot date **are not** in scope for pay quartiles data. Therefore, 1,439 team members are included in pay data for our 2020 report, down from 15,150 in 2019.

Females make up 42% of total team members in scope, compared to 51% in 2019. This means they have higher representation in the Upper Middle and Lower Middle quartiles, and lesser representation in the Lower Quartile and Upper Quartile.



Pay Gap

Median Pay Gap
-8.5%
2019: 0.0%

Mean Pay Gap
14.7%
2019: 12.9%

Team members who were enrolled in the Coronavirus Job Retention Scheme on 5th April 2020 **are not** included in the Pay Gap figures, and so comparison with 2019 figures are not like-for-like. A negative pay gap means that females earned more than males.

Bonus Gap

Median Bonus Gap
5.7%
2019: -6.0%

Mean Bonus Gap
46.8%
2019: 42.6%

Team members who were enrolled in the Coronavirus Job Retention Scheme on 5th April 2020 **are** included in the Bonus Gap figures. This covers 15,990 team members, and includes commission and performance-related incentives.

% receiving Bonus pay

Female
32%
2019: 28%

Male
33%
2019: 31%

Team members who were enrolled in the Coronavirus Job Retention Scheme on 5th April 2020 **are** included in the % receiving Bonus pay figures. This covers 15,990 team members, and includes commission and performance-related incentives.

I confirm that the data reported here is accurate.



Louise Thomas, Haven People Director