



Gender Pay Gap Report

2021

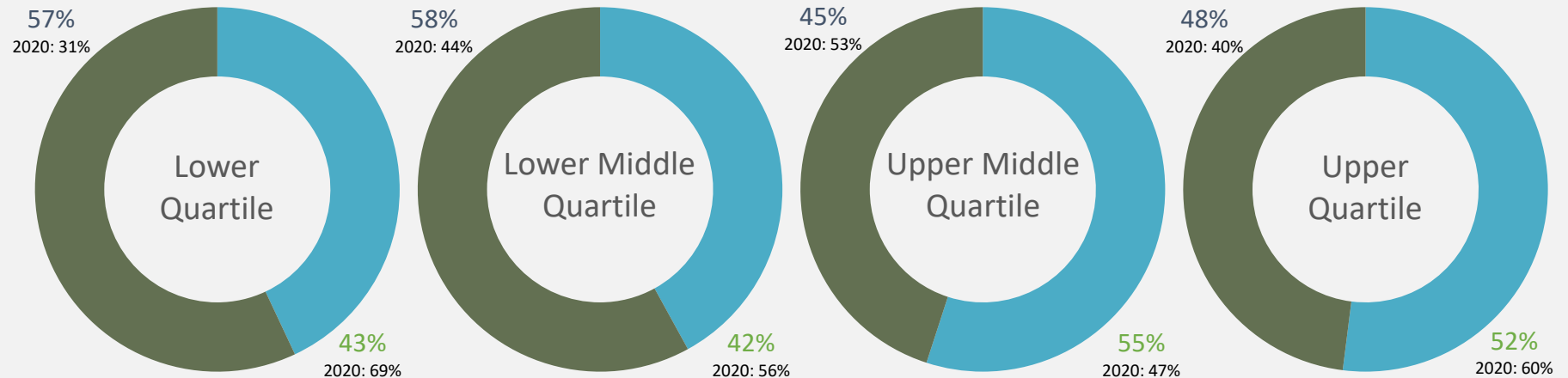
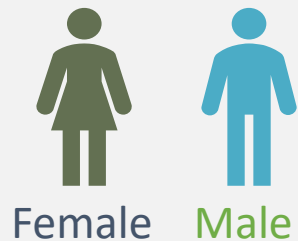
Bourne Leisure is one of the largest providers of holidays and holiday home ownership in the UK. Our brands (Haven, Butlin's and Warner Leisure Hotels) are amongst the most recognised within the UK holiday market. We're delighted to offer a memorable experience to our 4.5 million guests and 25,000 holiday 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 2021 is based on a 5th April 2021 snapshot date. Our Gender Pay Gap Reporting results continue to be heavily impacted by the Covid-19 pandemic, where a significant number of team members remained on Furlough under the Coronavirus Job Retention Scheme on the 2021 snapshot date. 4,373 team members are included in pay data for our 2021 report. This is in comparison to just 1,439 in 2020, and 15,150 in 2019 which was a more typical reporting year for Bourne Leisure.

Females make up 52% of total team members in scope, compared to 42% in 2020 and 51% in 2019. Females have higher representation in the Lower and Lower Middle Quartiles relative to their proportion of the overall population.



Pay Gap

Median Pay Gap

2.1%

2020: -8.5%
2019: 0.0%

Mean Pay Gap

19.2%

2020: 14.7%
2019: 12.9%

Team members who were enrolled in the Coronavirus Job Retention Scheme on 5th April 2021 **are not** included in the Pay Gap figures, and so any comparisons with previous reporting years are not like-for-like.

Bonus Gap

Median Bonus Gap

8.7%

2020: 5.7%
2019: -6.0%

Mean Bonus Gap

84.6%

2020: 46.8%
2019: 42.6%

Team members who were enrolled in the Coronavirus Job Retention Scheme on 5th April 2021 **are** included in the Bonus Gap figures. This data point covers 13,008 team members, and includes commission and performance-related incentives.

% Receiving Bonus Pay

Female

22%

2020: 32%
2019: 28%

Male

13%

2020: 33%
2019: 31%

Team members who were enrolled in the Coronavirus Job Retention Scheme on 5th April 2021 **are** included in the % Receiving Bonus Pay figures. This data point covers 13,008 team members, and includes commission and performance-related incentives.

I confirm that the data reported here is accurate.



Louise Thomas, Haven People Director