



# Gender Pay Gap Report

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2022

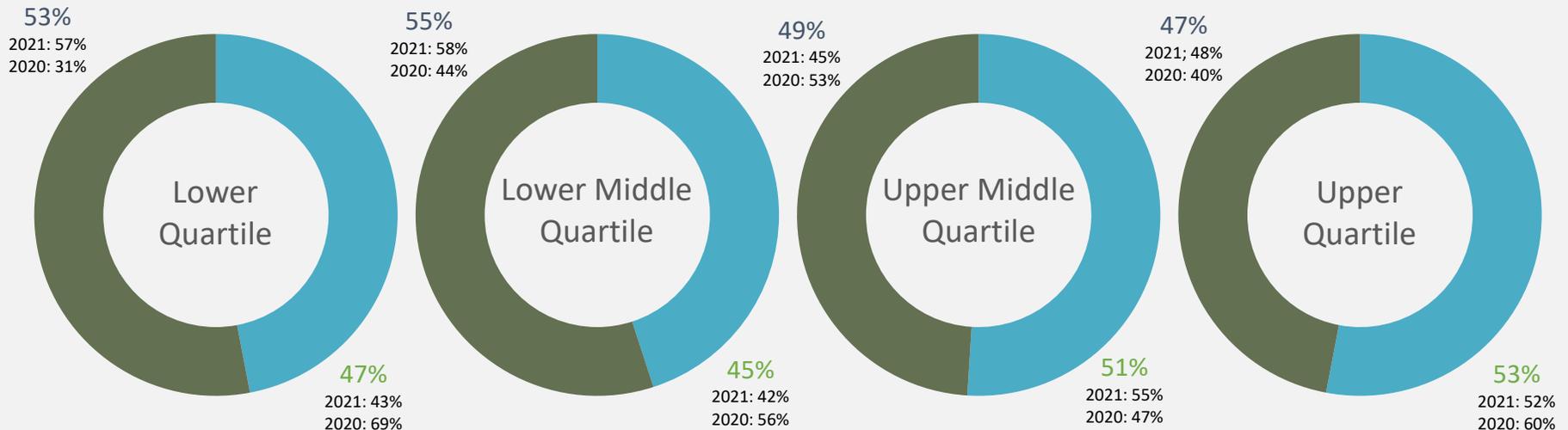
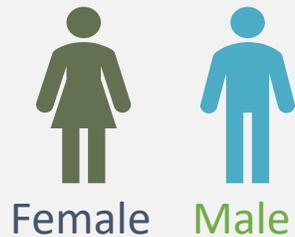
Bourne Leisure is one of the largest providers of holidays and holiday home ownership in the UK. Our brands (Haven and Warner Leisure Hotels) are amongst the most recognised within the UK holiday market. The Butlin's business was sold in October 2022 but is included in this report as the transaction occurred after the relevant reporting period for 2022. We're delighted to offer a memorable experience to our 3.3 million guests and 25,000 holiday home owners each year through over 15,000 dedicated team members.

# Pay Quartiles

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

Reporting for 2022 is based on a 5<sup>th</sup> April 2022 snapshot date. 2022 saw the relaxation of Covid measures and the cessation of the Government's Coronavirus Job Retention Scheme on 30 September 2021. While this will not impact Pay Gap Reporting, as the last furlough date used at Bourne Leisure was 30/8/21 there were 5 months of the year where Bonus Pay Gap would be affected. 15,987 team members are included in pay data for our 2022 report. This is in comparison to 4,373 in 2021 and just 1,439 in 2020, and 15,150 in 2019 which was a more typical reporting year for Bourne Leisure.

Females make up 51% of total team members in scope, compared to 52% in 2021, 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

**2.4%**

2021: 2.1%  
2020: -8.5%  
2019: 0.0%

### Mean Pay Gap

**10.4%**

2021: 19.2%  
2020: 14.7%  
2019: 12.9%

*Team members last received furlough payments under the Coronavirus Job Retention Scheme on 30<sup>th</sup> August 2021. All fully relevant employees are included on the snapshot date of 5<sup>th</sup> April 2022 and included in the Pay Gap figures. So any comparisons with previous reporting years which excluded those enrolled on the scheme are not like-for-like. The last year unaffected by furlough was 2019.*

## Bonus Gap\*

### Median Bonus Gap

**40.0%**

2021: 8.7%  
2020: 5.7%  
2019: -6.0%

### Mean Bonus Gap

**56.7%**

2021: 84.6%  
2020: 46.8%  
2019: 42.6%

*Team members who were enrolled in the Coronavirus Job Retention Scheme in 2021 and considered relevant employees on the snapshot date of 5<sup>th</sup> April 2022 are included in the Bonus Gap figures. This data point covers 15,987 of which 3,439 received bonus and includes commission and performance-related incentives. Team members last received furlough payments under the Coronavirus Job Retention Scheme by 30<sup>th</sup> August 2021 so there are 5 months of the 12 months to the snapshot date impacted by furlough.*

## % Receiving Bonus Pay

### Female

**21.3%**

2021: 22%  
2020: 32%  
2019: 28%

### Male

**21.6%**

2021: 13%  
2020: 33%  
2019: 31%

*\* Bonus data is based on actual bonus received and is not pro rated for part timers or payments that are pro rated due to start date.*

I confirm that the data reported here is accurate.



**Louise Thomas, Haven People Director**