

# Gender Pay Gap Report 2023

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We believe for our business and our people to be successful, both now and in the future, we must encourage everyone to reach their full potential. We strive to achieve objective workplace decisions, free from bias and based solely upon work criteria and individual merit. Our focus is on recognition and development for all.

## **What is a gender pay gap?**

The gender pay gap is the percentage difference between average earnings for men and women. It is not a comparison of pay rates for men and women doing work of equal value.

## **Our gender pay gap**

The median gender pay gap at Parkdean Resorts in 2023 is 1.4%. This shows a slight decrease in our gender pay gap when compared to 1.9% in 2022, and is significantly lower in comparison to the UK median gender pay gap of 7.7%\*.

For this reporting period of April 2023, the data shows that female team members make up the majority of our workforce at 55% to 45%.

# Parkdean Resorts Group - Gender Pay Gap Data 2023

|                        | Mean<br>pay gap | Median<br>pay gap | Bonus mean<br>pay gap | Bonus median<br>pay gap | % of women<br>receiving a<br>bonus | % of men<br>receiving a<br>bonus |
|------------------------|-----------------|-------------------|-----------------------|-------------------------|------------------------------------|----------------------------------|
| Parkdean Resorts Group | 11.7%           | 1.5%              | 51.4%                 | 71.5%                   | 10.4%                              | 9.1%                             |
|                        |                 |                   |                       |                         |                                    |                                  |
| Parkdean Resorts Group |                 |                   | Upper                 | Upper middle            | Lower middle                       | Lower                            |
| Women                  |                 |                   | 43.9%                 | 60.2%                   | 52.0%                              | 55.2%                            |
| Men                    |                 |                   | 56.1%                 | 39.8%                   | 48.0%                              | 44.8%                            |

## Maintaining and addressing our gender pay gap

We recognise our gender pay gap and are continuously committed to developing and delivering actions to maintain and address this gap in our business, over the long term.

To reduce our pay gap we will continue to encourage all, regardless of gender, to apply for roles at Parkdean Resorts. We'll do this by ensuring job descriptions are gender neutral, attractive and factual for all. We'll also ensure we promote flexible working opportunities wherever possible. All of our management team are undergoing equality and diversity training, to provide insight and clear guidance throughout the business. In addition, we continue to monitor DE&I through reporting which is reviewed by the board on a monthly basis.

# Gender Pay Gap - Statutory Disclosures

At 5 April 2023, the companies within the Parkdean Resorts Group which met the Gender Pay Gap reporting threshold are detailed below.

## Statutory disclosures:

|                             | Mean pay gap | Median pay gap | Bonus mean pay gap | Bonus median pay gap | % of women receiving a bonus | % of men receiving a bonus |
|-----------------------------|--------------|----------------|--------------------|----------------------|------------------------------|----------------------------|
| Parkdean Resorts UK Limited | 8.8%         | 1.4%           | 50.9%              | 71.5%                | 10.4%                        | 9.1%                       |
|                             |              |                |                    |                      |                              |                            |
| Parkdean Resorts UK Limited |              |                | Upper              | Upper middle         | Lower middle                 | Lower                      |
| Women                       |              |                | 44.5%              | 60.0%                | 51.9%                        | 55.3%                      |
| Men                         |              |                | 55.5%              | 40.0%                | 48.1%                        | 44.7%                      |

## Declaration

I confirm that the information and data reported is accurate as of the snapshot date 5 April 2023.

**Lisa Charles-Jones**

Human Resources Director

