



Gender Pay Gap Report

Data as at April 2024

Bourne Leisure is one of the largest providers of holidays and holiday home ownership in the UK. Our brands (Haven and Warner Hotels) are amongst the most recognised within the UK holiday market. In addition to the team based at our support centre in Hemel Hempstead, Haven has 38 caravan parks at stunning coastal locations in England, Scotland and Wales, offering a range of accommodation including classic caravans & lodges, with great activities, food & drink options and entertainment onsite, all providing memories that last a lifetime for guests, owners and team.

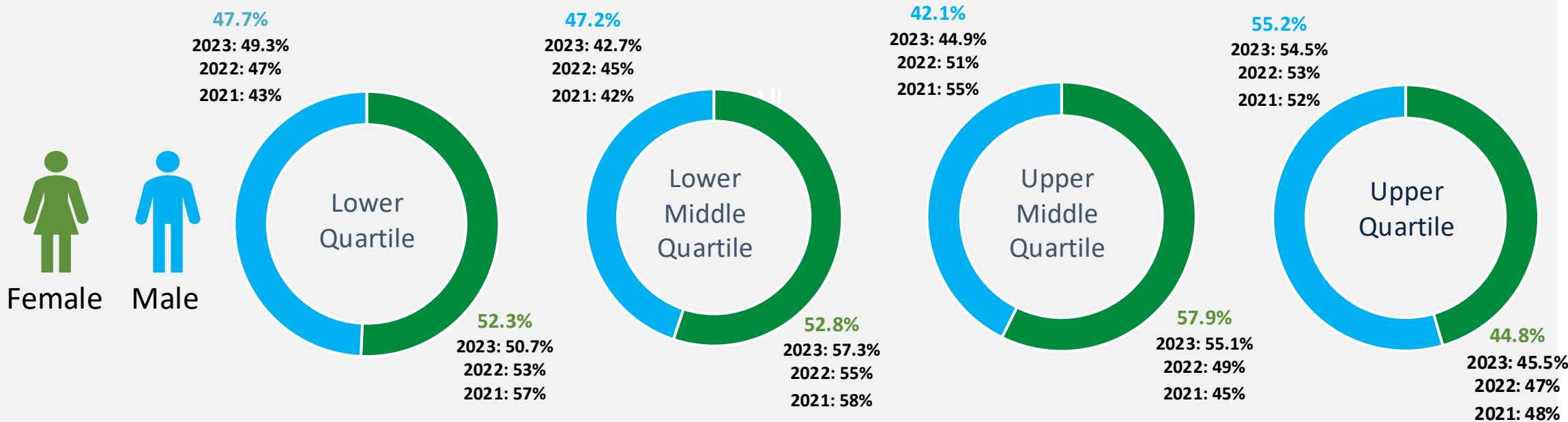
Warner Hotels offer a variety of themed short adult-only breaks across the UK exclusively for adults, at 16 beautiful countryside and coastal locations. We're delighted to offer a memorable experience to our guests and holiday homeowners each year through our 14,000 dedicated team members.

Pay Quartiles

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

Reporting for 2024 is based on a 6th April 2024 snapshot date. There are 6,710 males and 7,247 females in this analysis.

Females make up 52% of total team members in scope, unchanged from 2023, 51% in 2022, 52% in 2021



Pay Gap	Median Pay Gap 2024: 0% 2023: 0% 2022: 2.4% 2021: 2.1% 2020: -8.5%	Mean Pay Gap 2024: 10.3% 2023: 11.1% 2022: 10.4% 2021: 19.2% 2020: 14.7%
Bonus Gap	Median Bonus Gap 2024: 21.3% 2023: 32.2% 2022: 40.0% 2021: 8.7% 2020: 5.7%	Mean Bonus Gap 2024: 55.4% 2023: 58.8% 2022: 56.7% 2021: 84.6% 2020: 46.8%
% Receiving Bonus Pay	Female 2024: 27.5% 2023: 27.6% 2022: 21.3% 2021: 22% 2020: 32%	Male 2024: 38.8% 2023: 39.1% 2022: 21.6% 2021: 13% 2020: 33%

I confirm that the data reported here is accurate.


Louise Thomas, Chief People Officer