



Gender Pay Gap Report

Data as at April 2023

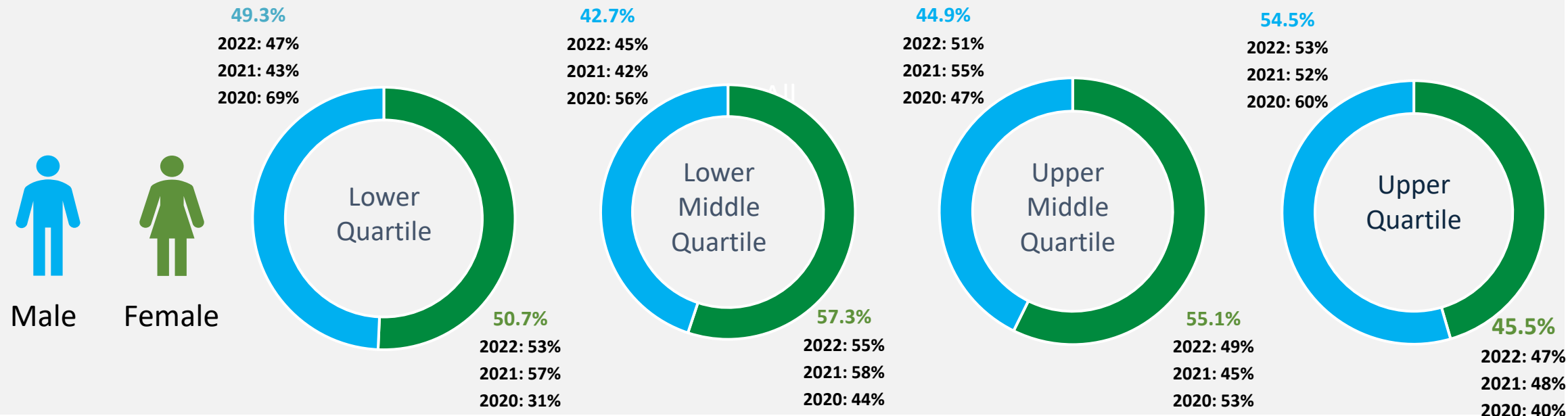
Bourne Leisure is one of the largest providers of holidays and holiday home ownership in the UK. Our brands (Haven and Warner Leisure Hotels) are amongst the most recognised within the UK holiday market. In addition to the team based at our support centre in Hemel Hempstead, our Haven Parks span 41 beautiful seaside locations in some of the most breathtaking parts of the great British coastline, providing memories that last a lifetime for guests, owners and team. Warner Hotels specialise in short breaks across the UK exclusively for adults, at 16 countryside and coastal locations. We're delighted to offer a memorable experience to our 3.3 million guests and 25,000 holiday home owners each year through our 13,000 dedicated team members. Our data for April 2023 excludes Butlin's, which was sold in September 2022.

Pay Quartiles

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

Reporting for 2023 is based on a 6th April 2023 snapshot date. There are 6,558 males and 7,148 females in this analysis.

Females make up 52% of total team members in scope, compared to 51% in 2022, 52% in 2021, 42% in 2020 and 51% in 2019.



Pay Gap

Median Pay Gap

2023: 0%

2022: 2.4%
2021: 2.1%
2020: -8.5%
2019: 0.0%

Mean Pay Gap

2023: 11.1%

2022: 10.4%
2021: 19.2%
2020: 14.7%
2019: 12.9%

Bonus Gap

Median Bonus Gap

2023: 32.2%

2022: 40.0%
2021: 8.7%
2020: 5.7%
2019: -6.0%

Mean Bonus Gap

2023: 58.8%

2022: 56.7%
2021: 84.6%
2020: 46.8%
2019: 42.6%

% Receiving Bonus Pay

Female

2023: 27.6%

2022: 21.3%
2021: 22%
2020: 32%
2019: 28%

Male

2023: 39.1%

2022: 21.6%
2021: 13%
2020: 33%
2019: 31%

I confirm that the data reported here is accurate.



Louise Thomas, People Director, Haven & Group