



Haulfryn Group Limited Gender Pay Gap Report 2022

Published April 2023

Foreword from Lisa Cole, Group HR Director

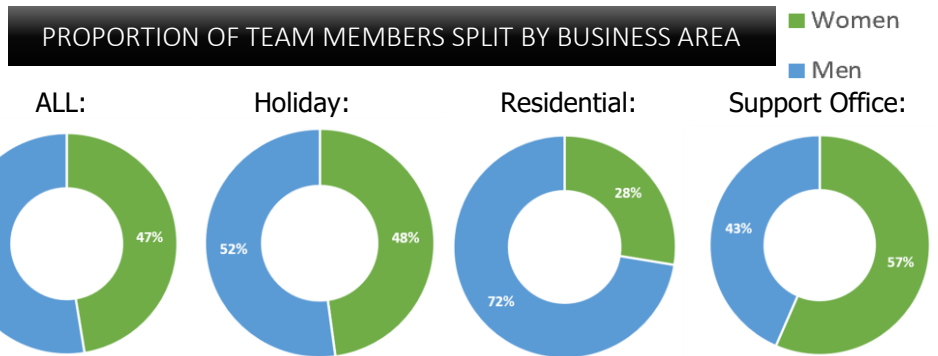
This year was the first for a couple years in which our Gender Pay Gap report figures were not affected by the Covid-19 pandemic.

The hourly pay results of our Gender Pay Gap report for 2022, are mixed with a negative mean but positive median gap as taken on the snapshot date of 5th April 2022, at which time our employees had all returned from furlough. When men and women are doing the same roles or roles of equivalent value, there is no gender pay gap evident.

Understanding Our Workforce

The majority of our team members work in our Holiday division where we have an almost equal gender split (48% women and 52% men).

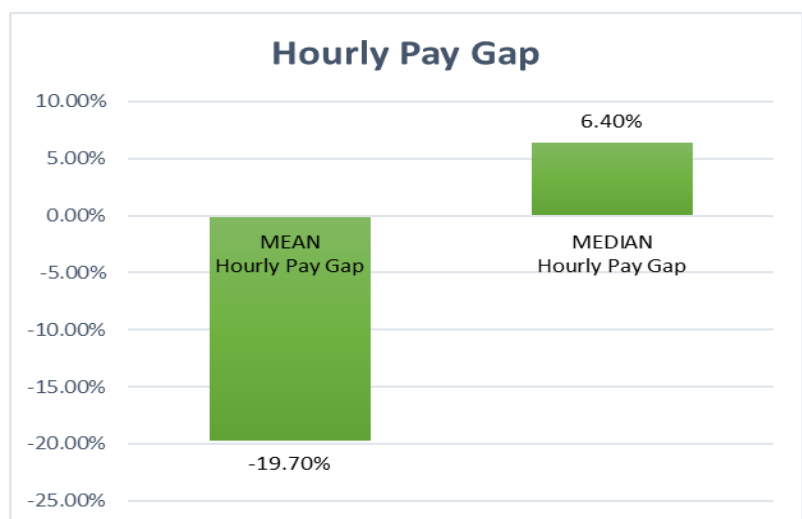
Our Support Office team, whilst a small sample, has the highest percentage of women at 57% (flat on last year and a significant improvement since 2020 when it was 28%).



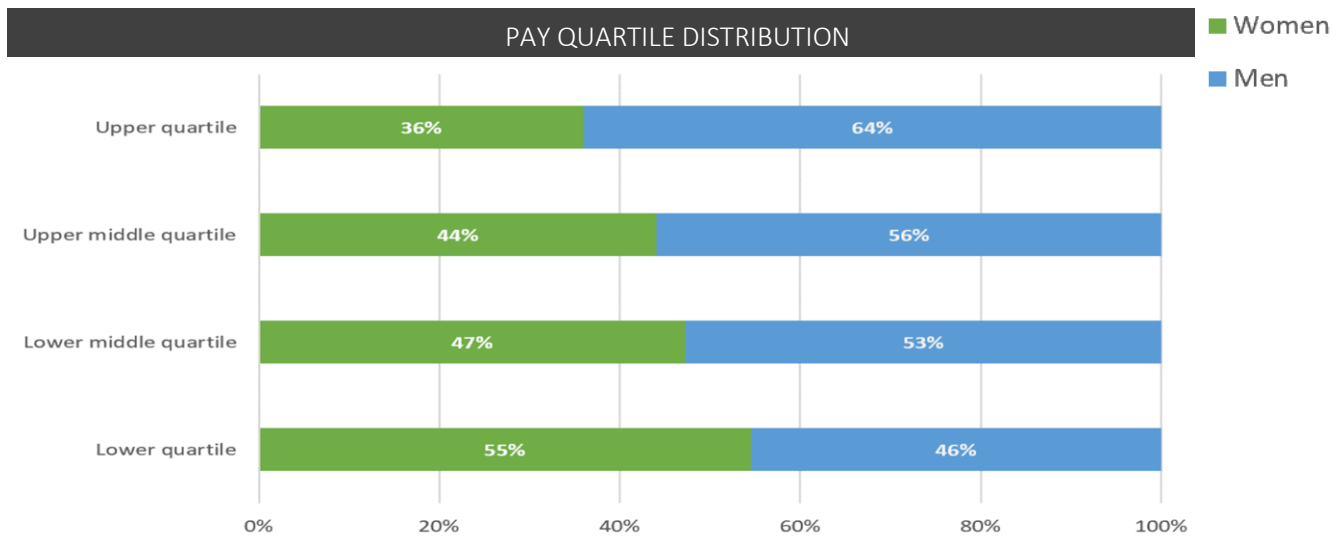
Our Gender Pay Gap Results

With the results this year not affected by any furlough leave it shows a truer result with less employees excluded from the calculations than for the past 2 years.

This year continues to show negative mean gender pay gaps meaning women on average had a 19.7% higher hourly rate than men (the gap was 0.6% last year but impacted by furlough). This shows real progress in our gender pay when compared to the last pre-covid year of 2019 when the gender pay gap was positive and men were paid 14.3% higher hourly rate than women. The median hourly rate was 6.4% higher for men than women this year (last year it was 0.9% higher for women than men but impacted by furlough). The result this year is reflective of 243 men and 203 women included in the calculation at the snapshot date. Last year 150 men and 91 women were included in the calculation.



The quartile data, still shows more balance needed in the upper quartile where only 36% are women against the average percentage of 45% women included in overall gender pay data calculations.

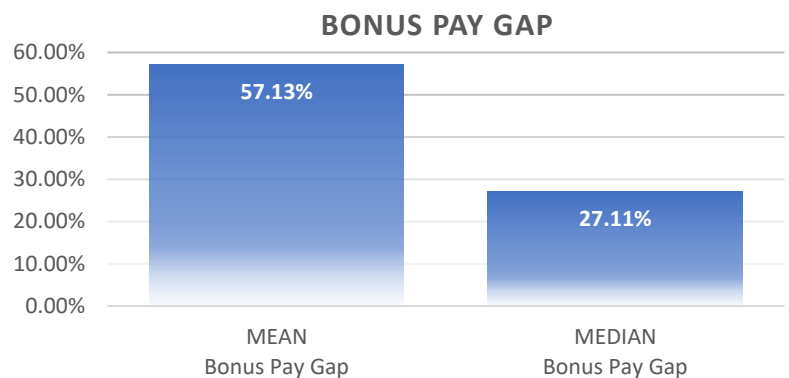


When looking at the proportion of men (65%) and women (62%) that received a bonus within the 12-month period it has become more equal than the last pre-Covid year of 2019 (men = 19.5% and females = 24.2%).

The mean (57.1%) and median (27.1%) bonus gaps have reduced against last year (when they were 59% and 50% respectively), reflecting a higher number of bonuses awarded overall against the previous year.

Proportion of team receiving a bonus:

 **Men: 65%**  **Women: 62%**



Our Plans For The Future

We implemented several changes since the last Gender Pay Report, including a new management development programme and a review of our recruitment and retention practices.

Looking ahead, we have additional plans to:

- Move all entry team pay levels to the Real Living Wage pay levels
- Run diversity and inclusion workshops for all managers and team members this year to continue to create a culture of inclusion, which was delayed from last year due to the unprecedented increase in customer demand as a result of the pandemic recovery

We are delighted that we have made so much progress and see such a positive impact in our Gender Pay Gap reporting (particularly the mean hourly pay gap), since our last report but most significantly, since 2019 the last 'normal' pre-Covid comparison year. Our Board and Executive Team remain committed to building on this and further improving our gender pay gap across all measures.

I confirm that the gender pay and bonus gap calculations and the data provided for Haulfryn Group Limited is accurate.



Tim Eggar
Chairman