



Haulfryn Gender Pay Gap Report 2024

Published February 2025

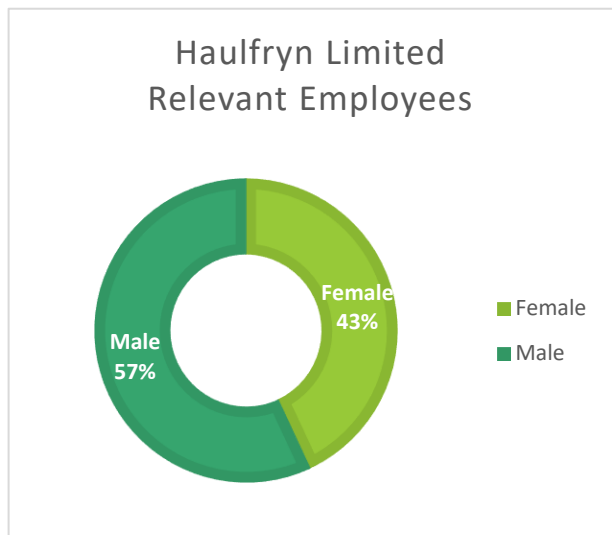
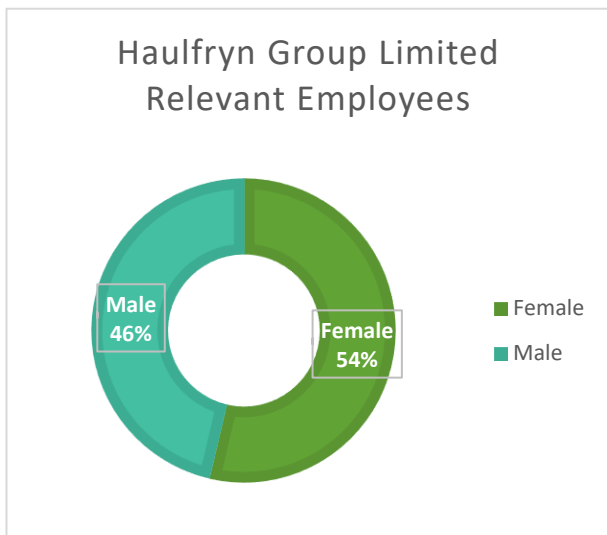
Foreword from Eve West, Group Head of HR

This is our Gender Pay Gap report for 2024 as taken on the snapshot date of 5th April 2024:

Haulfryn operates through two entities. Haulfryn Group Limited (HGL) currently employs 390 employees and is required to submit gender pay gap information. Haulfryn Limited (HL) currently employs 225 employees and does not meet the requirements to submit gender pay gap information. For transparency the report will present information on both entities.

Our workforce is based in England and Wales in Holiday and Residential Parks and has a Central Support Office, **over 77%** of our workforce work in food and beverage, housekeeping, leisure, and maintenance.

Haulfryn Workforce



Our Gender Pay Gap Results

Haulfryn Group Limited (HGL)

114 male and 132 female relevant employees are included in the calculation at the snapshot date.

Pay		Bonus	
Our mean gender pay gap is	3.03 %.	Our mean gender bonus gap is	-168.04 %.
Our median gender pay gap is	4.33 %.	Our median gender bonus gap is	47.13 %.

Women's **mean hourly rate** is 3.03% less; Women's **median hourly rate** is 4.33% less.

The proportion of male employees receiving a bonus is 3.09% and the proportion of female employees receiving a bonus is 2.88% within the 12-month period.

Haulfryn Limited (HL)

78 male and 59 female relevant employees are included in the calculation at the snapshot date.

Pay		Bonus	
Our mean gender pay gap is	6.44%	Our mean gender bonus gap is	62.13%
Our median gender pay gap is	0.27%	Our median gender bonus gap is	73.19%

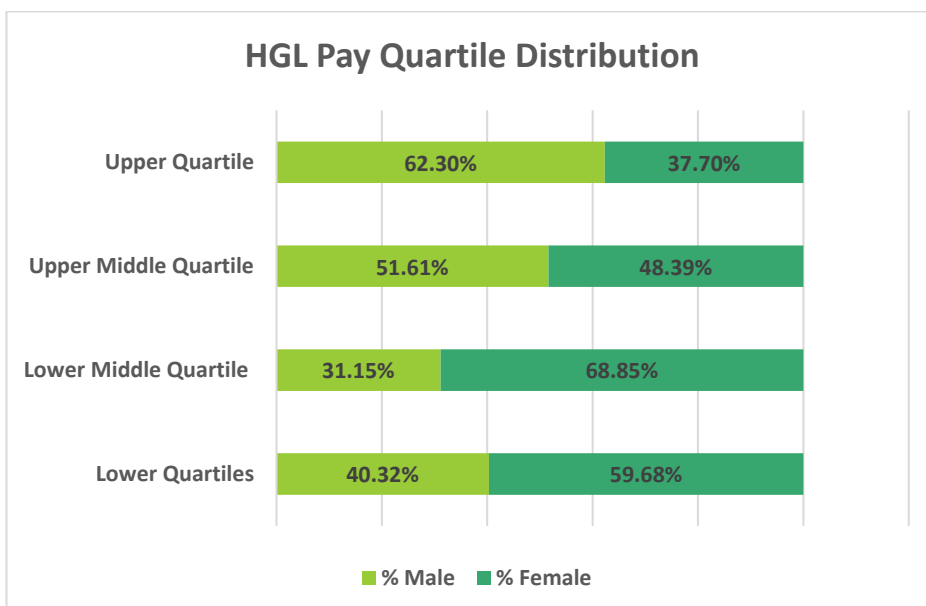
Women's **mean hourly rate** is 6.44% less; Women's **median hourly rate** is 0.27% less.

The proportion of male employees receiving a bonus is 4.1% and the proportion of female employees receiving a bonus is 6.52% within the 12-month period.

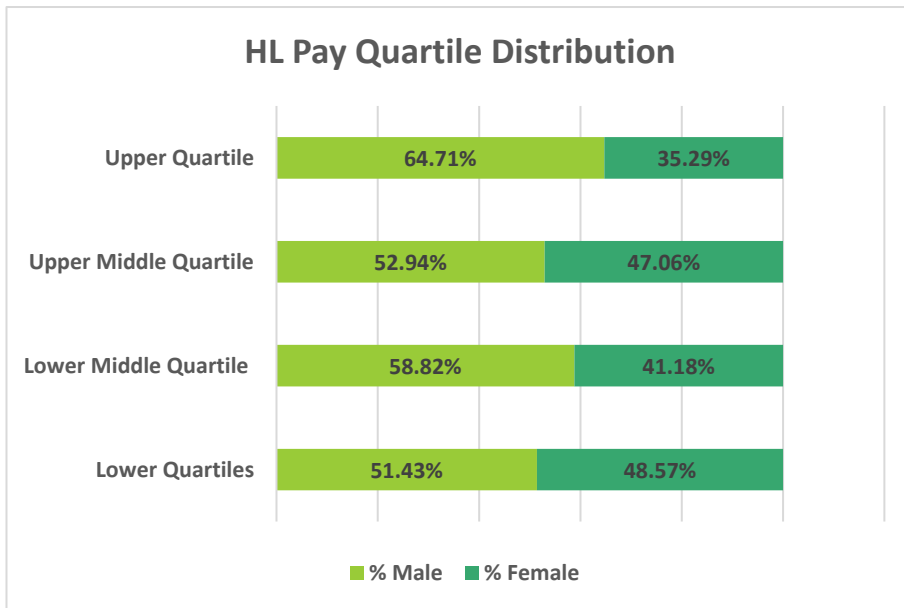
For both HGL and HL, when men and women are doing the same roles or roles of equivalent value, there is no gender pay gap evident.

Quartile data

The tables show our workforce divided into four equal-sized groups based on hourly pay rate.



For Haulfryn Group Limited, the quartile data shows **37.70%** of women in the upper quartile against **53.66%** of women included in overall gender pay data calculations.



For Haulfryn Limited, the quartile data shows **35.29%** of women in the upper quartile against **43.07%** of women included in overall gender pay data calculations.

Why do we have a gender pay gap?

Legally, men and women must receive equal pay for work of equal value. We are committed to equal opportunities and equal treatment for all employees. We are confident that our gender pay gap is not because we pay men and women differently for the same or equivalent work.

Instead, our gender pay gap is because men and women work in different roles and those roles have slightly different salaries. Across the UK economy, men are more likely than women to be in senior roles. Women are also more likely than men to have had breaks from work that have affected their career progression, for example to bring up children. They are also more likely to work part time, and many of the jobs that are available across the UK on a part-time basis are relatively low paid. This pattern from the UK economy is reflected in the make-up of our organisation where men are more prominent in the upper quartile.

How does our gender pay gap compare with that of others?

Among all employees, the gender pay gap decreased to 13.1% in April 2024, down from 14.2% in April 2023 (according to the April 2024 ONS ASHE figures) while in the Leisure, travel, and related personal service occupations sector it is 4.0%. <https://www.ons.gov.uk/>.

At 4.33% for HGL. 0.27% for HL and overall, 2.66%, our median gender pay gap is lower than the whole economy and others in our sector.

The Future

Haulfryn has undertaken further progressive changes since the snapshot date, not least the change in the Development of a leadership programme.

We recognise that any gender pay gap, even one that compares favourably to others such as ours does, still requires action and we remain committed to reducing the gap especially in HGL. For both companies we have taken the same approach to reducing the Gender Pay Gap.

- We retained alignment with Real Living Wage in 2024.
- We have invested in ensuring our recruitment is rigorous and provides opportunities for internal development.

- We have introduced a companywide performance development program designed and targeted to develop and retain front line team members.
- We have partnered with apprenticeship providers companywide which offer development opportunities across a breadth of skills from operational to management level.

Our Board and Executive Team remain committed to building on this and further reducing 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