



# Gender Pay Gap Report

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Data at April 2025

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 39 caravan parks at stunning coastal locations in England, Scotland and Wales, offering a range of accommodation, activities, food & drink options and entertainment onsite. Warner Hotels offer a variety of themed short adult-only breaks across the UK at 16 beautiful countryside and coastal locations.

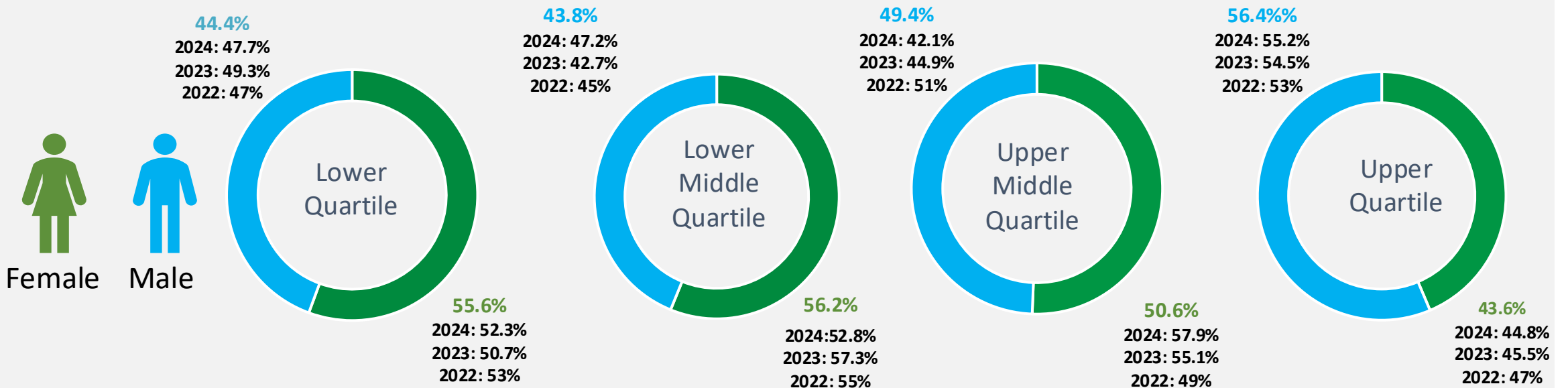
This Gender Pay Gap report includes all relevant employees in both Haven and Warner at the snapshot date of 5 April 2025. This will be our last report as Bourne Leisure. In 2025, Bourne Leisure separated the brands, and Haven and Warner will report separately from 2026 onwards.

# Pay Quartiles

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

Reporting for 2025 is based on a 5<sup>th</sup> April 2025 snapshot date. There are 6,774 males and 7,194 females in this analysis.

Females make up 52% of total team members in scope, unchanged from 2024 & 2023, 51% in 2022



### Pay Gap

#### Median Pay Gap

**2025: 0%**

2024: 0%  
2023: 0%  
2022: 2.4%  
2021: 2.1%  
2020: -8.5%

#### Mean Pay Gap

**2025: 10.3%**

2024: 10.3%  
2023: 11.1%  
2022: 10.4%  
2021: 19.2%  
2020: 14.7%

### Bonus Gap

#### Median Bonus Gap

**2025: 29.9%**

2024: 21.3%  
2023: 32.2%  
2022: 40.0%  
2021: 8.7%  
2020: 5.7%

#### Mean Bonus Gap

**2025: 51.4%**

2024: 55.4%  
2023: 58.8%  
2022: 56.7%  
2021: 84.6%  
2020: 46.8%

### % Receiving Bonus Pay

#### Female

**2025: 27.9%**


2024: 27.5%  
2023: 27.6%  
2022: 21.3%  
2021: 22%  
2020: 32%

#### Male

**2025: 28.5%**

2024: 38.8%  
2023: 39.1%  
2022: 21.6%  
2021: 13%  
2020: 33%

The figures in this report represent the aggregate results from all applicable employees in the UK in April 2025. Our report complies with the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, for organisations with 250 or more employees and we confirm that the data reported are accurate.



**Louise Thomas, Chief People Officer**