



# Gender Pay Gap Report

This gender pay gap report sets out our results regarding our UK employees in the year to April 2022. HB Leisure supports the UK government’s leadership in gender equality and the requirement for companies to publish their data.

## What is a gender pay gap? And how is it calculated?

Gender pay gap is the difference in the average hourly rate of pay between all men and all women in a company. It is important to note that gender pay gap is different from “Equal Pay”, which refers to the difference in pay between men and women who carry out the same or comparable jobs. We want to be very clear that at HBL women and men in like-for-like roles are remunerated equally.

The ‘Median’ average is the middle value in the list of numbers. If all the company employees lined up in a female line and a male line, in order of pay from highest to lowest, the median value compares the pay of the middle value in the female line with the middle value in the male line.

The ‘Mean’ average is worked out by adding up all the employees’ hourly rates together and divide by the total number of employees in the company.

We recognise that traditionally a greater proportion of men than women have pursued careers in our industry and this trend continues today.

## The proportion of female and male employees in HBL receiving a bonus

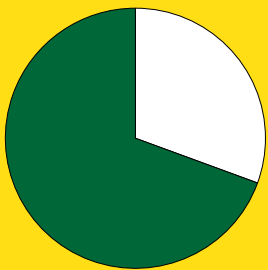


Females  
39%



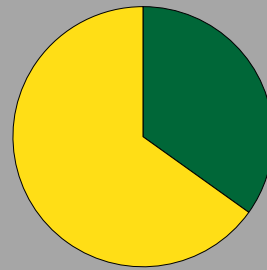
Males  
29.1%

Difference between Males and Females	Mean Average	Median Average
Gender Pay Gap	23.8%	6.2%
Gender Bonus Gap	94.3%	93.7%



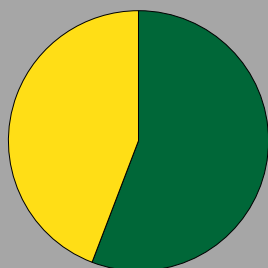
■ Females 30.59%  
■ Males 69.41%

Upper Quartile



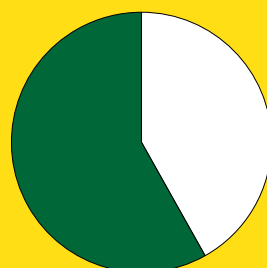
■ Females 34.88%  
■ Males 65.12%

Upper Middle Quartile



■ Females 55.81%  
■ Males 44.19%

Lower Middle Quartile



■ Females 41.86%  
■ Males 58.14%

Lower Quartile