

## **Gender Pay Gap Data 2024**

### **Statement from Paul Harrison Chief Executive Ribby Hall Village**

As we look back on 2024, I am proud to say that Ribby Hall Village has continued to thrive despite facing numerous challenges. Our commitment to excellence and innovation has allowed us to achieve significant milestones and set the stage for another successful year.

One of our major accomplishments was the completion of the Browns Farm development and Lakeside View 2 at Reeds Bay. These high-standard properties have quickly become popular choices for our guests, contributing to strong booking figures. The Spa Hotel & Orangery also saw impressive occupancy levels following a comprehensive refurbishment, proving that our focus on providing outstanding value and high-level experiences is resonating with our customers.

Our collection of eateries had a good year, with excellent customer feedback and financial performance. The health club expanded further, accommodating more members than ever before, and our nursery and pre-school continued to grow, with plans to open a new section in July 2025.

Despite a challenging year for the holiday home industry, we managed to come close to our targets, thanks to a strong finish in December. We anticipate a better year ahead in 2025.

Our support departments have been instrumental in driving improvements across the business, with enhanced communication, forward planning, and teamwork. We are excited about the ongoing pre-build work for the Family Entertainment Centre and look forward to starting construction soon.

As we celebrate 30 years of Ribby Hall Village, I want to express my gratitude to everyone who has contributed to our success. The hard work and dedication of the team at Ribby Hall Village is what makes the business special.

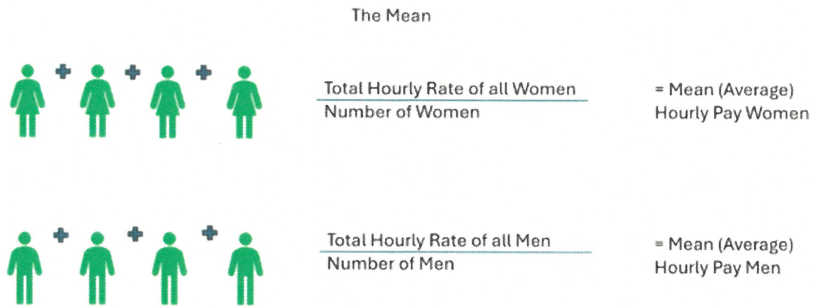
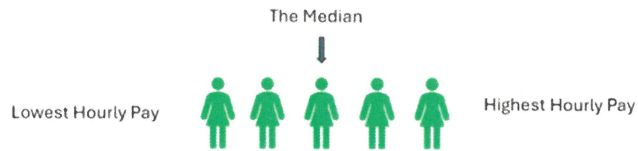
We will continue to work hard to achieve our financial targets to allow the business to continue to succeed and enable us to reward all of our staff fairly regardless of their role and gender.

### **Ribby Hall Village Gender Pay Gap**

The Organisation has reported its Gender Pay Gap Data in line with the government's gender pay gap reporting regulations. The Gender Pay Gap reporting regulations require organisations with 250 or more employees to publish the difference between both the mean and median hourly rate of pay for male and female full-time employees, the difference between both the mean bonus pay and median bonus pay for male and female employees, the proportions of male and female employees who were awarded bonus pay, and the proportions of male and female full-time employees in the lower, lower middle, upper middle and upper quartile pay bands.

When reviewing the Gender Pay Gap Data it is important to understand that this is not a measure of pay differences between individuals or groups performing the same or similar work, but a broader view of the differences in the average earnings of men and women, regardless of their role or seniority.

Ribby Hall Village is committed to equal pay and continues to work hard to address gender imbalance in the business.



Mean hourly pay gap: 13.1%

Mean bonus pay gap: 86.1%

Median hourly pay gap: 7.1%

Median bonus pay gap: 88.2%

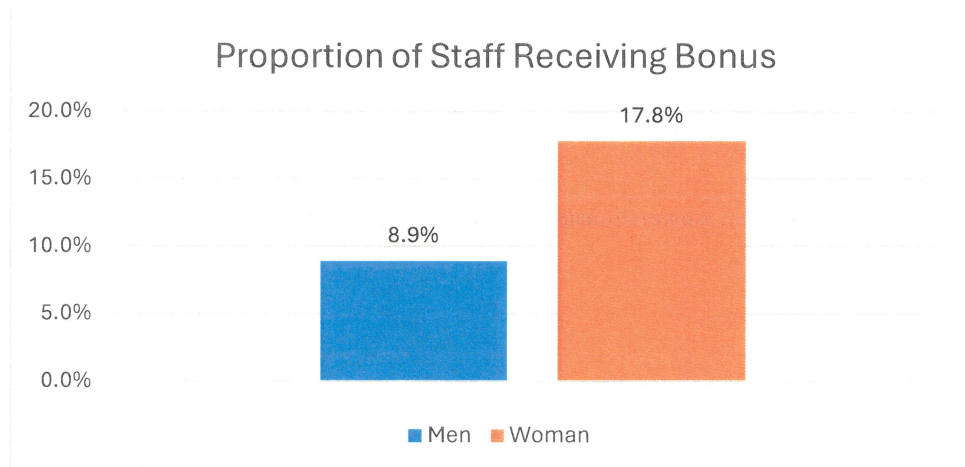
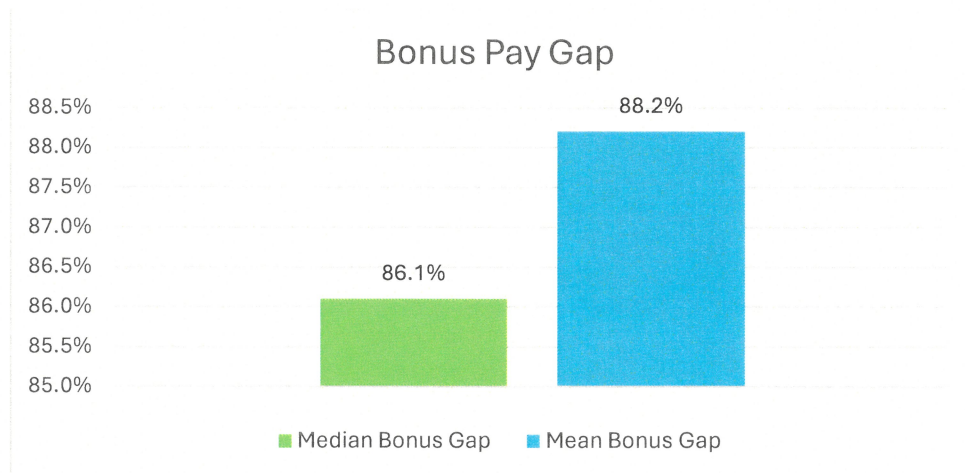
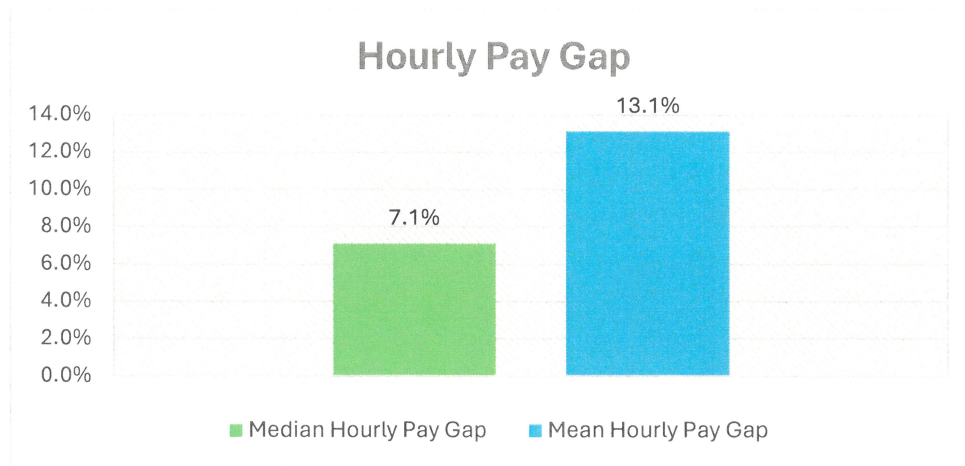
Proportion of male employees who receive bonus pay: 8.9%

Proportion of female employees who receive bonus pay: 17.8%

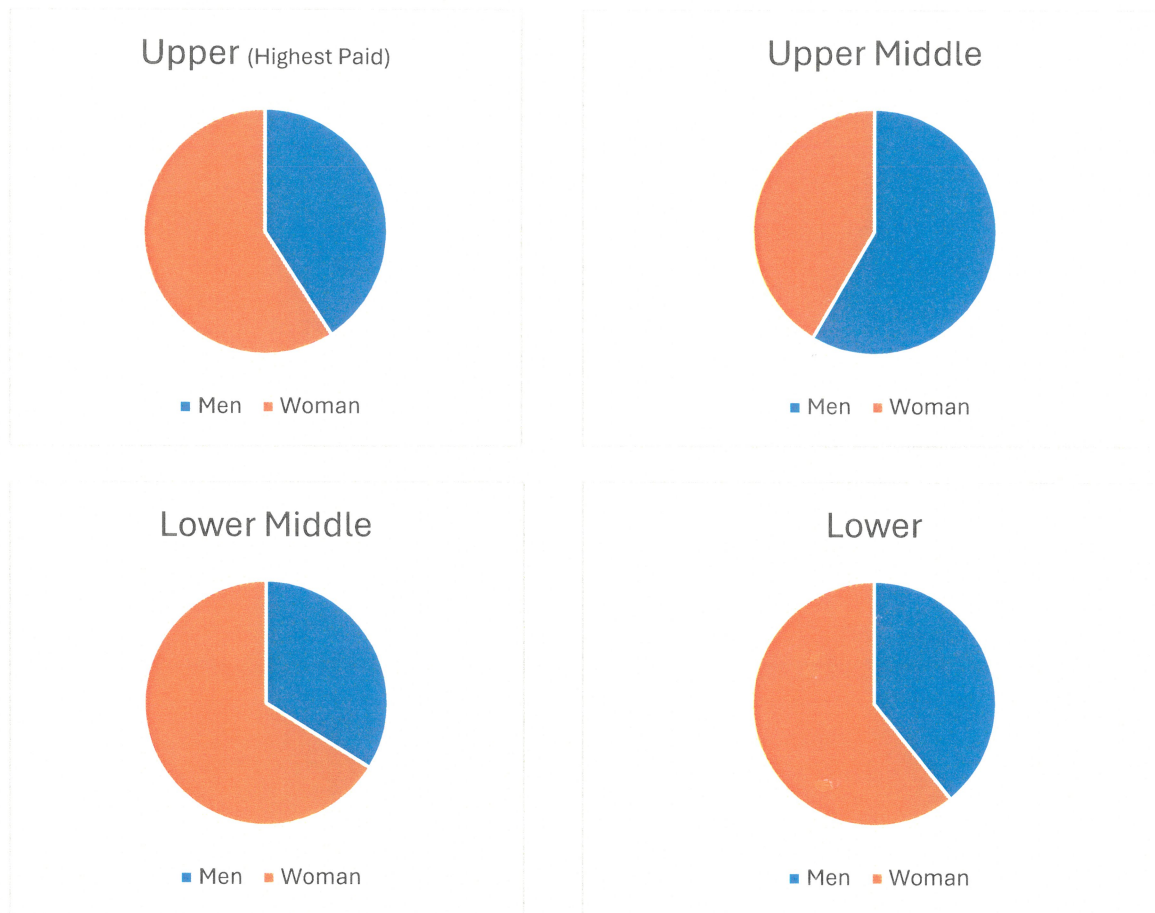
Hourly pay quartiles	Men	Women
Upper	40.8%	59.2%
Upper middle	58.5%	41.5%
Lower middle	33.8%	66.2%
Lower	39.2%	60.8%

## Gender Pay Gap (at a glance)

These figures represent the amount less that an average female employee receives, compared with an average male employee.



### Proportion of men and women per earnings quartile



### Understanding the Gender Pay gap and Moving Forward

It is important to note that Ribby Hall Village is an equal pay employer. When men and women are doing the same role or roles of equivalent value, there is no pay gap evident.

The gender pay gap for hourly pay and bonus pay observed at Ribby Hall Village is due to the following contributing factors:

- The most senior level in the Company is male dominated, causing an imbalance to be observed.
- There are a significantly higher number of female employees in the Lower and Lower Middle quartile. This is due to roles within these Quartiles historically attracting females.
- The bonus pay gap includes a group of female dominated therapists who have the opportunity to achieve bonuses based on retail sales. Although a positive move, their inclusion and the smaller bonuses adversely affects the mean and median bonus results.

Positively, the actions taken by RHV have resulted in three female employees working in roles usually associated with male colleagues, in Grounds Maintenance and Security; and two male employees are working in roles usually associated with female colleagues, in The Nursery.

Ribby Hall Village continues to be committed to exceeding National Living Wage for all employees. Moving forward the Company taking the following steps to reduce the gender pay gap:

- Within our Business Report we focus on Business Goals including Employee Attraction and Retention - Attract and retain top talent. We aim to ensure our pay and conditions match this commitment.
- The commitment and willingness to promote flexibility as a business operating in the hospitality sector is something which is uncommon in this industry.
- As part of our commitment to flexible working, supporting homeworking in appropriate circumstances with a working from home policy in place.
- As a family business we value the role that family plays in the lives of our employees. We, therefore, support shared parental leave where requested.
- Regular review of our policies and practices to identify opportunities for improvement.
- Discounted Nursery and Creche facilities continue to be offered to on site to support the return to work of all staff.
- Improving awareness of menopause in the workplace by providing training to managers in supporting women going through the menopause to continue their career at Ribby Hall Village.
- Continuing to support our employees with their wellbeing, encouraging use of our employee assistance programme and promoting our mental health awareness through learning & development.
- Salary benchmarking continues to be reviewed to ensure equal pay for equal value roles and salary anomalies are addressed.

I can confirm the above data is accurate.

A handwritten signature in black ink, appearing to read 'Paul Harrison', with a stylized initial 'P' and a long, wavy horizontal line extending to the right.

**Mr Paul Harrison**  
**Chief Executive Officer**