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# Hemel Snowcentre Limited

## Gender Pay Gap Report 2023




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This report is published in accordance with the Equality Act 2010 and includes calculations showing the difference in the average pay of men and women across the entire business and all roles.

This report does not directly compare individuals or groups carrying out the same or similar roles. Our Gender Pay Gap Report measures for the snapshot date of 5th April 2023, using the mechanisms set out in the gender pay reporting legislation.

- In our business, we uphold a strong commitment to equality, fairness, and respect for all individuals. We value our people as the cornerstone of our success, recognising that diversity and inclusivity are integral to our operations. In our recruitment and promotion processes, we adhere strictly to principles of fairness and meritocracy, ensuring that gender does not influence decisions. We run internal development programmes and incentive schemes to ensure we continue to attract and retain the best people; together with fostering a culture of open communication with management where every team member has the opportunity to have their voice heard.
- In our recent assessment of the gender pay gap for the year 2023, our analysis reveals a mean gender pay gap stands at 25.4%, while the median gap is recorded at 20.1%.
- As an organisation, we are dedicated to fostering an inclusive culture, providing equal opportunities for career advancement, and addressing any systemic barriers that may contribute to disparities. Our commitment remains unwavering in our pursuit of a workplace where all individuals, regardless of gender, have the opportunity to thrive and succeed and firmly believe that no-one should suffer discrimination on the grounds of race, colour, ethnicity, religious belief, political affiliation, gender, sexual orientation, age or disability.

I am confident that the data published in this report is accurate.



Ian Brown, Managing Director – Hemel Snowcentre Limited

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## Pay and Bonus Gap

This table details our overall mean (average) and median (middle) gender pay gap and gender bonus gap as of the snapshot date of 5<sup>th</sup> April 2023.

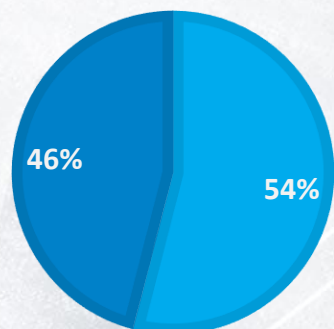
	Mean	Median
Hourly fixed pay	25.4%	20.1%
Bonus paid	34.6%	1.5%

## Bonus Payment Distribution

The charts below show the percentage of male and female team members who received a bonus payment in the year up to and including the 5<sup>th</sup> April 2023.

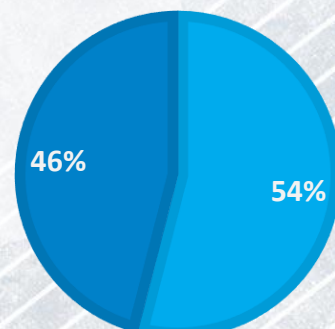
### MALE

■ % paid bonus ■ % not paid bonus



### FEMALE

■ % paid bonus ■ % not paid bonus



## Pay Quartiles

The table below details the gender distribution across four pay quartiles.

	Male	Female
Upper Hourly Pay Quartile	67%	33%
Upper Middle Hourly Pay Quartile	50%	50%
Lower Middle Hourly Pay Quartile	56%	44%
Lower Hourly Pay Quartile	20%	80%