

Gender Pay Gap Report April 2024

A gender pay gap is a measure of the difference in the average pay of men and women across an organisation as a whole. Across the UK, a range of factors contribute towards the existence of a gender pay gap, such as the fact that men are statistically more likely to be in senior roles or that women are statistically more likely to be in part-time roles.

Here at Longleat, we remain committed to the principles of equality in all areas and levels of our business and our pay policy ensures that all employees within the same pay grade are paid the same salary regardless of gender or age. Likewise, our bonus scheme awards eligible staff based on the success of the business each year regardless of gender.

We are proud to employ diverse and committed colleagues across our business and will continue to take opportunities to improve our gender pay position.

All staff employed by Longleat, 539 at the snapshot date, 5 April 2024 are included in the bonus calculations. This comprised 313 (67.4%) female and 226 (66.4%) male colleagues. Of the 539 employed by Longleat on 5 April 2024, 403 employees were classed as 'Full-Pay Relevant' and included in the hourly pay calculations. This comprised 230 (57%) female and 173 (43%) male colleagues.

Hourly Rates & Bonus Payments - Gender Pay Gap April 2024



Each year we report the difference paid to males and females in the Company that demonstrates the average pay.

The calculation for the snapshot date, 5 April 2024 includes our growth by 32.4% more staff than in 2023. Our gender pay gap was slowly declining, but we have seen an increase in 2024 up from 9.1% in 2023. This is driven by a 12.4% rise in female employees mostly within lower quartiles. Although an increase in our GPG as shown in the illustration on the right, it remains under the national average of 13.1%.

Whilst we still have a higher proportion of female employees overall, like the trend within Hospitality, Travel and Leisure industry, the number of males in our most senior positions impacts the overall gender pay gap.

Bonus payment is made to the majority of our employees, excluding some short-term seasonal staff, and payments are equal for all staff according to job grade.

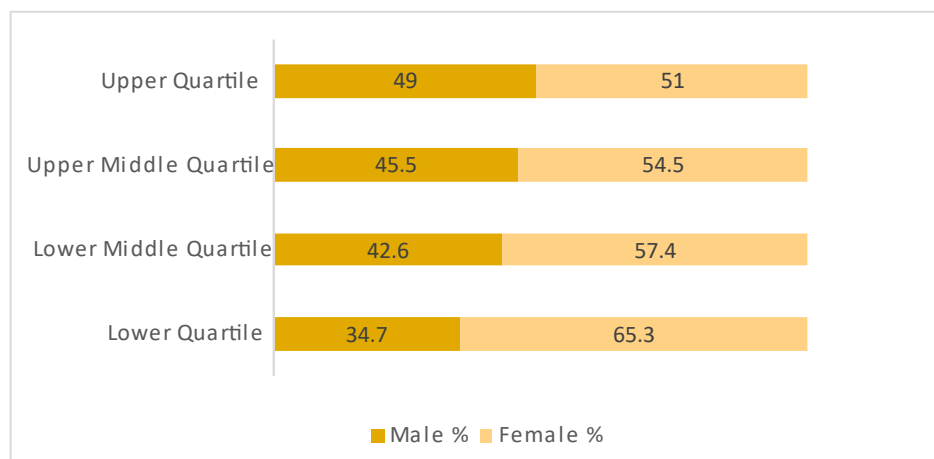
Our mean bonus pay gap continues to demonstrate that there is still work to be done to ensure that we are attracting women into senior leadership positions, as we are trending back up from 51.3% in 2023 but still significantly lower than 60.1% in 2022.

Hourly Pay Gap	GPG%
Mean gender pay gap in hourly pay	11.34
Median gender pay gap in hourly pay	0.5

Bonus Pay Gap	GPG%
Mean Bonus gender pay gap	53.9%
Median Bonus gender pay gap	0.0%
Proportion of male employees receiving a bonus	66.4%
Proportion of female employees receiving a bonus	67.4%

Year	Longleat Gender Pay Gap
2024	11.34%
2023	9.1%
2022	10.1%

Proportions of men and women in each pay quartile (based on hourly rates on 5th April 2024).



For the first time, we now have more females in our upper quartile at 51%, up from 49.4% in 2023 which is a positive step. However the female member within our Executive team is not included within our figures as we outsource our Estate Management services, therefore our figures include an all male executive team on highest salaries, and higher bonus eligibility according to job grade.

Although we have more female than male employees in all quartiles, the proportion of male to female employees is most varied within our lower quartiles thus having impact on our GPG. We have seen significant change in female employees in our lower quartile from 53.3% to 65.3%, driven by the 32.4% increase in workforce from 2023. Female employees have decreased by 3.3% in our upper middle quartile, with only a 1.6% increase in our upper.

- We shall be launching our Equality, Diversity and Inclusion (EDI) strategy in 2025, as we are committed to advancing our EDI efforts to grow a more inclusive culture.
- We have created a new position of Resourcing Coordinator, which we are currently recruiting for. Having this dedicated resource will enable us to have greater insight into our data and support us in reviewing our recruitment practices and addressing any imbalances. 21
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- As our median gender pay gap has gone from 0% to 0.5%, whilst this is still small, we shall be examining deeper whether certain departments or job groups contribute proportionately to this.

Declaration

I confirm the information published within this written statement is accurate and calculated in line with requirements.



Simon Askew
Chief Operating Officer

4th April 2025