



Gender Pay Gap Report 2024

As a business, we pride ourselves in our ability to attract, develop and retain a diverse range of talent across all our parks. We value the diversity of our dedicated workforce and see as key to our success a commitment to equal opportunities and equal treatment for all employees.

Our desire is to create a company and culture that retains the best people in our industry.

We are pleased with our results, which show our gender pay gap figures have been consistently more favourable compared with the national average. We recognise that there are still opportunities for us to continue to drive a vibrant and inclusive work environment.

Background

This report outlines the gender pay gap for Britannia Jinky Jersey Limited. All statistics have been compiled in line with the legislation using the “snapshot date” of 5 April 2024. This report reflects the average paid to males and females across our business. It’s not a comparison of pay rates for males and females doing work of equal value.

Statutory Disclosure

This document has been published in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. These results have also been published as required on the Gov.uk website. All data provided is accurate as at 5 April 2024. I confirm that the calculations provided are accurate and meet the requirement of the legislation.

Robert Ferrari

Director

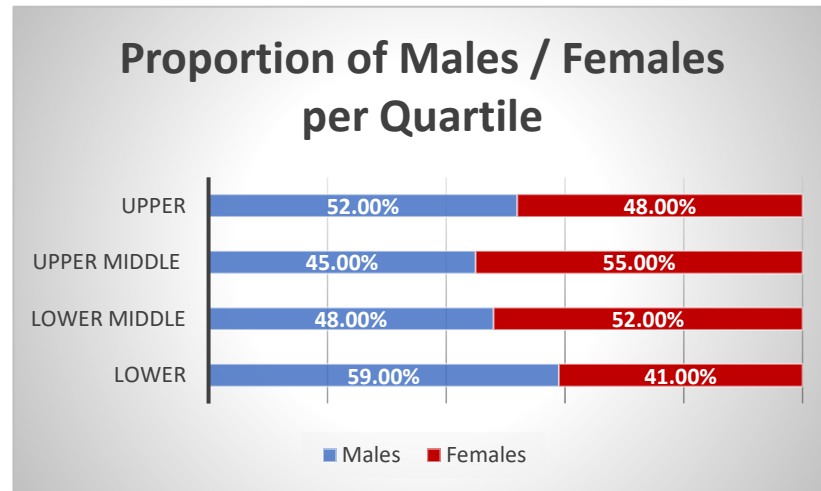


GENDER PAY GAP (MEAN & MEDIAN)

MEAN HOURLY PAY GAP
MEDIAN HOURLY PAY GAP

1%
0%

We have once again extremely low mean and median gender pay gaps which compares very favourably compared with the Office for National Statistics UK averages. While our result is better than the national average, we are passionately committed to ensuring the gap remains as small as possible.



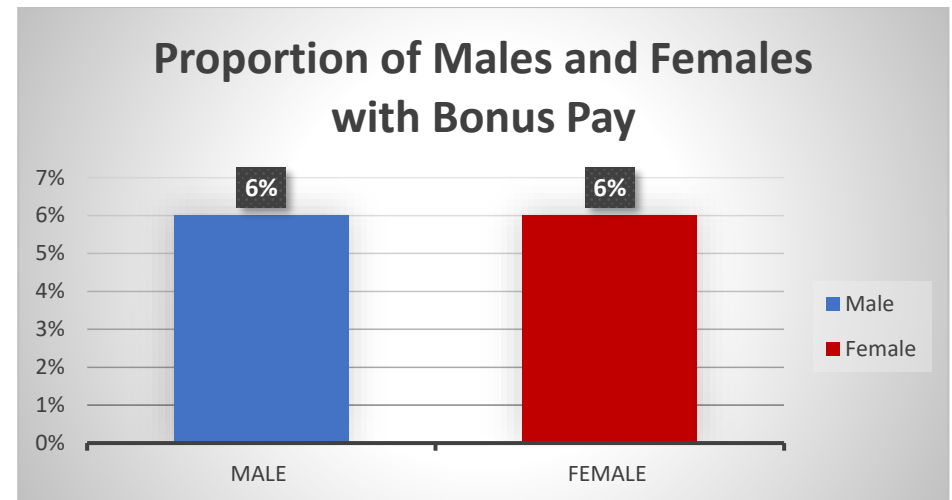
The proportion splits across all quartiles show opportunities exist for all with neither gender being excluded from any level.

GENDER BONUS GAP (MEAN & MEDIAN)

MEAN BONUS PAY GAP
MEDIAN BONUS PAY GAP

54%
-534%

The mean bonus of our male employees in 2024 was higher than the mean bonus of female employees due to one male employee receiving a large amount. This in turn led to the negative medium bonus pay gap where there was a small spread in bonuses paid to females compared to males.



The same proportion of our male and female employees received bonus payments.



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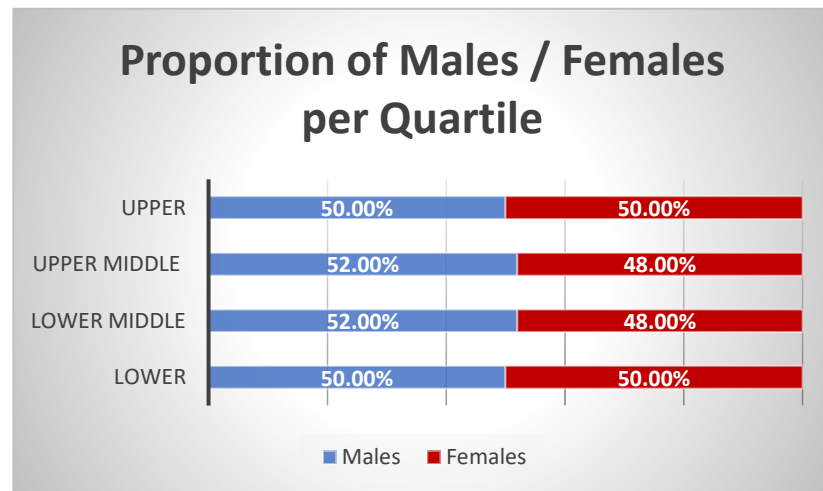


GENDER PAY GAP (MEAN & MEDIAN)

MEAN HOURLY PAY GAP
MEDIAN HOURLY PAY GAP

1%
0%

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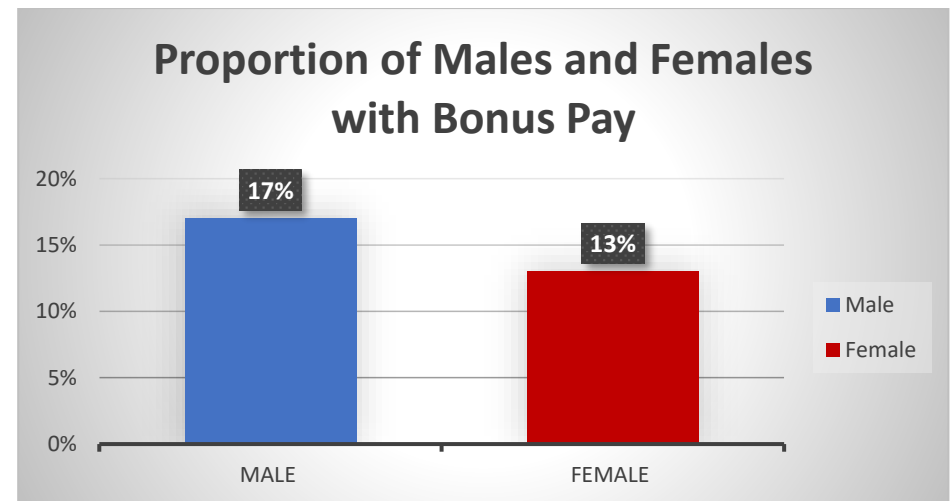
The proportion splits across all quartiles are almost equal, revealing real opportunities for all staff at all levels, regardless of gender.

GENDER BONUS GAP (MEAN & MEDIAN)

MEAN BONUS PAY GAP
MEDIAN BONUS PAY GAP

-33%
50%

The mean bonus of our female employees in 2023 was once again higher than the mean bonus of male employees due to the larger number of female employees employed in sales/customer-facing roles across the business. This also resulted in a greater spread of bonuses amongst females.



A higher proportion of our male employees received bonus payments compared to female employees. However, the average bonus amount per employee was very small.



Gender Pay Gap Report 2022

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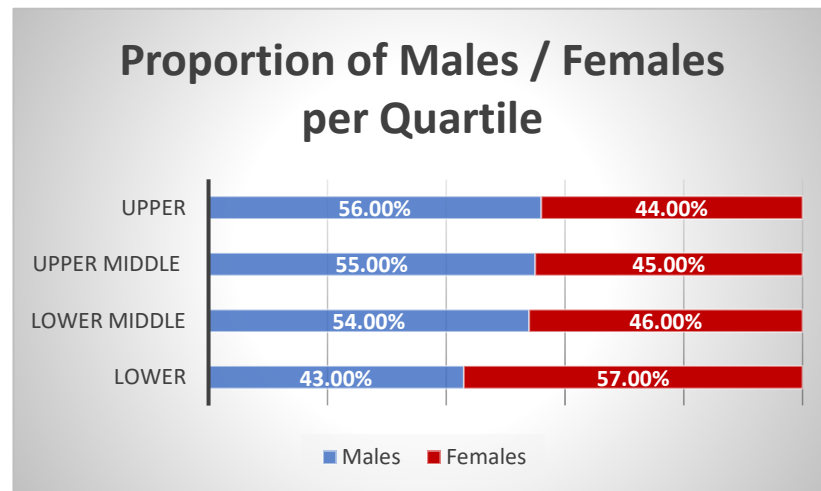


GENDER PAY GAP (MEAN & MEDIAN)

MEAN HOURLY PAY GAP
MEDIAN HOURLY PAY GAP

7%
0%

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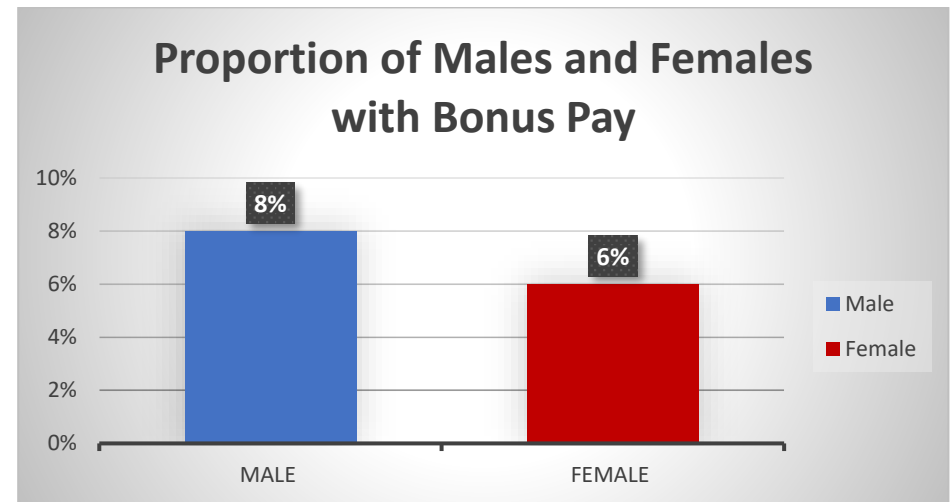
Across all but the lower quartile, we have a higher representation of men compared to women, however the proportion differences have reduced since last year, revealing real opportunities for all staff at all levels.

GENDER BONUS GAP (MEAN & MEDIAN)

MEAN BONUS PAY GAP
MEDIAN BONUS PAY GAP

-82%
0%

The mean bonus of our female employees in 2022 was higher than the mean bonus of male employees due to the larger number of female employees employed in sales/customer-facing roles across the business.



A higher proportion of our male employees received bonus payments compared to female employees.