
**Hemel
Snowcentre
Limited**

**Gender Pay Gap
Report 2025**



Gender Pay Gap Report 2025

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 2025, using the mechanisms set out in the gender pay reporting legislation.

- We are committed to creating an inclusive workplace where all colleagues have equal access to opportunity and progression. Gender pay gap reporting is an important part of this commitment, enabling us to understand our workforce profile and focus our actions effectively.
- Our gender pay gap reflects the structure of our workforce and levels of representation across roles. We operate fair, transparent, and merit based recruitment and promotion practices, supported by development programmes and incentive schemes designed to attract, develop, and retain talent. We actively encourage female representation across all levels, senior management, group management, and operational levels.
- For the 2025 reporting year, our analysis shows a mean gender pay gap of 24.6% and a median gender pay gap of 14.8%.
- We remain committed to promoting equality of opportunity and to addressing any structural factors that may contribute to inequality, ensuring a respectful and supportive environment for everyone.

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



Ian Brown, Managing Director – Hemel Snowcentre Limited

Gender Pay Gap Report 2025

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 5th April 2025.

	Mean	Median
Hourly fixed pay	24.6%	14.8%
Bonus paid	41.3%	-32.1%

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 5th April 2025.

	Male	Female
% Paid bonus	69%	73%
% Not paid bonus	31%	27%

Pay Quartiles

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

	Male	Female
Upper Hourly Pay Quartile	78%	22%
Upper Middle Hourly Pay Quartile	60%	40%
Lower Middle Hourly Pay Quartile	56%	44%
Lower Hourly Pay Quartile	40%	60%