
Hemel Snowcentre Limited

Gender Pay Gap Report 2024



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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 2024, using the mechanisms set out in the gender pay reporting legislation.

- In our business, we are proud of the inclusive culture we continue to build and our commitment to creating opportunities for all team members to thrive and grow. Our annual gender pay gap reporting is an important part of that journey, helping us to track our progress and focus our efforts where they will have the greatest impact.
- Our results reflect the structure of our workforce and the varying levels of representation across roles. We are committed to fair and merit-based recruitment and promotion processes, where decisions are guided by individual talent, potential, and performance — never by gender. To support this, we offer internal development programs and incentive schemes designed to attract, nurture, and retain the very best talent. We actively promote female representation at board meetings, group management level and within our operations leadership throughout the business.
- In our recent assessment of the gender pay gap for the year 2024, our analysis reveals a mean gender pay gap of 28.3%, while the median gap is 16.5%.
- We are fully committed to building an inclusive culture where everyone has equal access to opportunity and career progression. We actively work to identify and remove any systemic barriers that may contribute to inequality, ensuring a fair and supportive environment for all. Our goal is a workplace where every individual — regardless of gender, race, ethnicity, religion, political views, sexual orientation, age, or disability — can thrive, feel respected, and reach their full potential.

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 5th April 2024.

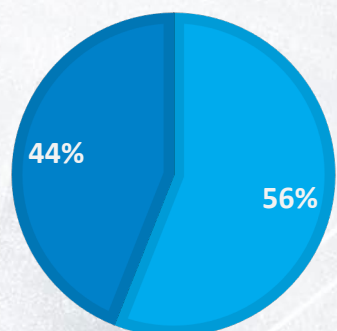
	Mean	Median
Hourly fixed pay	28.3%	16.5%
Bonus paid	54.3%	24.1%

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 2024.

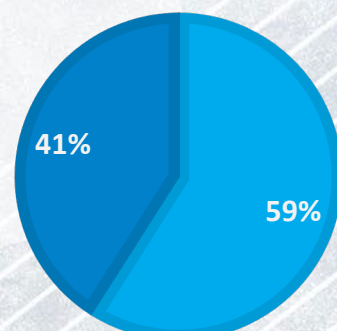
MALE

■ % 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	80%	20%
Upper Middle Hourly Pay Quartile	55%	45%
Lower Middle Hourly Pay Quartile	45%	55%
Lower Hourly Pay Quartile	36%	64%