

GENDER PAY GAP REPORTING 2019

Atlas Leisure Homes Ltd (the Company) is required by law to publish an annual gender pay gap report.

This includes

- The mean gender pay gap for the Company
- The median gender pay gap for the Company
- The mean gender bonus gap for the Company
- The median gender bonus gap for the Company
- The proportion of male employees in the Company receiving a bonus is and the proportion of female employees receiving a bonus.

The figures attached have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Under the law, men and women must receive equal pay for:

- the same or broadly similar work;
- work rated as equivalent under a job evaluation scheme; or
- work of equal value.

The Company is committed to the principle of equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability.

It has a clear policy of paying employees equally for the same or equivalent work, regardless of their sex (or any other characteristic set out above).

As such the Company evaluates job roles and pay grades as necessary to ensure a fair structure.

The Company is therefore confident that its gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather its gender pay gap is the result of the roles in which men and women work within the organisation and the salaries that these roles attract.

While the Company's gender pay gap is generally comparable with that of organisations within the holiday home manufacturing sector, this is not a subject about which the Company is complacent, and it is committed to doing everything that it can to reduce the gap. However, the Company also recognises that its scope to act is limited in some areas - it has, for example, no direct control over:

- the proportions of men and women applying for jobs;
- the proportions of men and women applying for and obtaining promotions;

To date, the steps the Company has taken to promote gender diversity in all areas of its workforce include utilising the Pathway to Employment Initiative to employ female workers within the workforce and on equal pay to equivalent male counterparts. Encouraging female apprentice applications.

The Company consistently reviews its policies below to promote equal opportunities:

- Equality and Diversity
- Maternity, Paternity and Parental Leave
- Family Leave
- Flexible Working

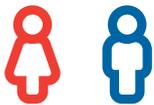
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Atlas Leisure Homes Ltd strives to have a diverse and dynamic workforce. This is the Company's gender pay gap report for the snapshot date of 5 April 2019. At this point Atlas Leisure Homes Ltd employed 252 employees and 24 of them were women.

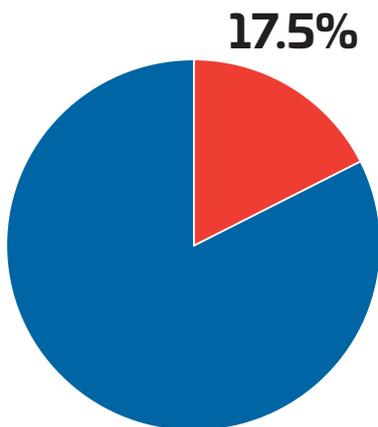
Difference between men and women

	Mean	Median
Pay gap	0.1%	11.5%
Bonus gap	-0.6%	-20.9%

	Men	Women
Proportion receiving bonus payment	98.2%	91.7%



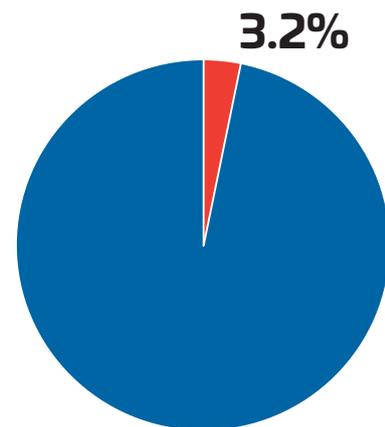
Proportion of males and females in each pay quartile



82.5%

Band A: Lower Quartile

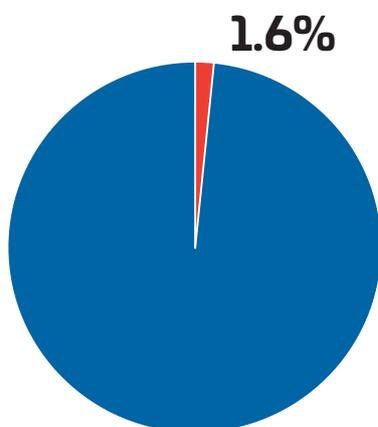
Includes all employees whose standard hourly rate places them at or below the lower quartile



96.8%

Band B: Lower Middle Quartile

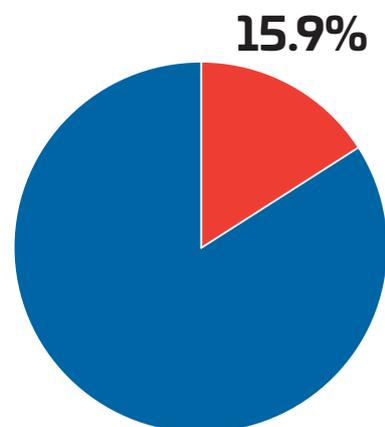
Includes all employees whose standard hourly rate places them at or below the lower quartile but at or below the median



98.4%

Band C: Upper Middle Quartile

Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile



84.1%

Band D: Upper Quartile

Includes all employees whose standard hourly rate places them above the upper quartile