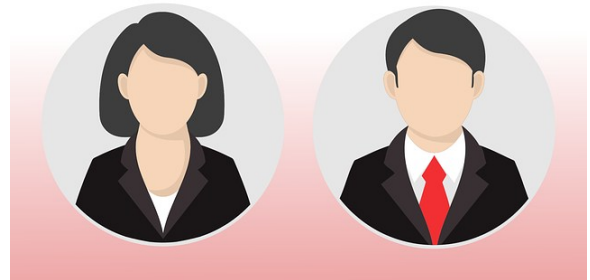


2024 Gender Pay Gap Report

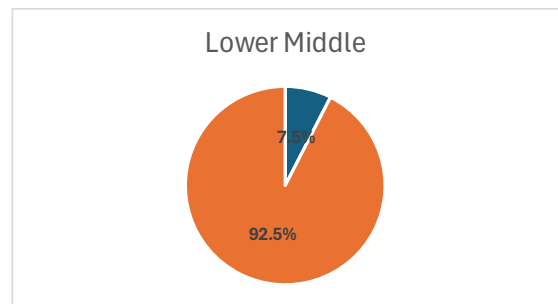
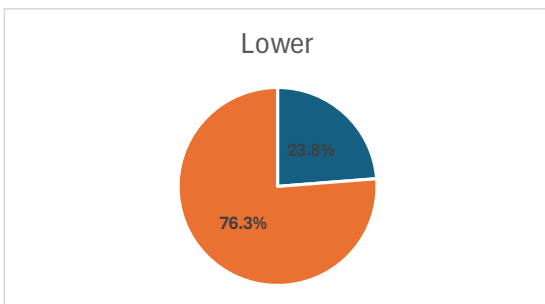
Omar Park Homes Limited has an enviable reputation for being the UK's leading manufacturer of park homes and luxury lodges. Established in 1965, Omar sets the industry standard for quality, design and innovation. This Gender Pay Gap Report is based on data as at 5th April 2024. At this date, Omar employed 343 staff with 291 (86%) being male and 52 (14%) being female.

Our Pay and Bonus Gender Gap is as follows:

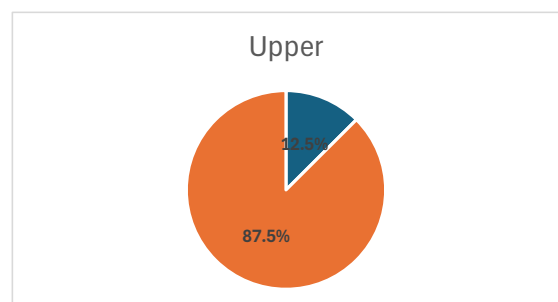
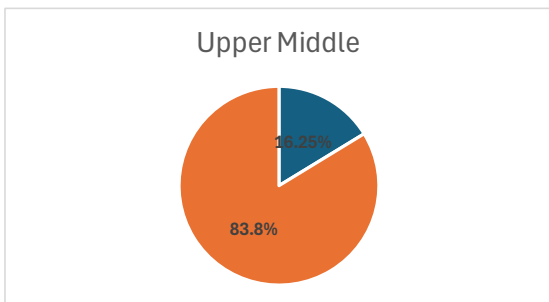
	Mean	Median
Pay	9.8%	2.9%
Bonus	-4%	-31.2%



The Proportion of males/females in each quartile pay band is as follows:



Male Female



Gender Pay Gap Report—Supporting Narrative

Introduction

At Omar, we are committed to fostering an inclusive and diverse workplace where all employees are valued, supported, and rewarded fairly. As part of our commitment to transparency, we have completed our gender pay gap analysis for 2024 and are pleased to share the results along with the steps we are taking to ensure continuous progress.

Understanding Our Gender Pay Gap

The UK average gender pay gap is 13.1%. While there will always be objective and legitimate reasons for pay disparity—such as application of knowledge, length of service, and performance in a role—we recognise that achieving a gender pay gap of zero is statistically improbable.

At Omar, there are no differences in pay rates for different genders occupying equivalent roles. Our biggest challenge in closing the gender pay gap is the high proportion of male colleagues in senior and management roles, a situation that reflects the historic male dominance in our industry. These roles justifiably attract higher salaries and bonuses, which influences our reported pay gap figures.

Key Findings

- The mean gender pay gap at Omar is 9.8%, compared to the UK average of 13.1%
- This has increased from 7% last year, due to significant restructuring within the business which impacted more of our recent hires.
- The median gender pay gap is 2.9%.
- The mean bonus pay gap is –4%, and the proportion of men and women receiving bonuses is 93.8% and 96.2%, respectively. The negative gap here is a reflection of having more women in support roles who have attracted discretionary bonus payments based on contribution.
- Representation at different pay quartiles shows women make up 24% of the lower quartile, 7.5% of the lower middle quartile, 16% of the upper middle quartile and 12.5% of the upper quartile.

Actions We are Taking

To address our gender pay gap and promote a more balanced workforce, we are implementing the following initiatives.

1. **Leadership and Career Progression:** While our “Building our Future” leadership development programme was placed on hold due to industry decline, we remain committed to restarting it when conditions allow. This will support more women progressing into senior roles over time.
2. **Recruitment and Retention:** We have continued to increase the percentage of female employees—from 11% in 2017 to 14% today—including recruiting more women into manufacturing roles in trades that have historically struggled to attract female talent (e.g., electricians, decorators).
3. **Improving Representation in Senior Roles:** The representation of female employees in the upper quartile has increased from 9% in 2018 to 13% today. The percentage of women in the lower quartile has stayed mostly static as we continue to attract more female employees. Given our structured pay grade system in manufacturing, new hires generally start on lower grades before progressing.
4. **Pay and Bonus Structure:** All employees are included in our employee bonus scheme, which pays non-management employees an annual bonus based on results. Our senior management team participates in a bonus scheme based on company results, and our production teams benefit from a monthly bonus scheme for meeting production targets.
5. **Fair and Competitive Pay:** In determining pay and reward, we balance several factors, including the economic climate, company performance, and external market rates for equivalent roles.

Our Commitment

We acknowledge that closing the gender pay gap is a long-term objective, particularly given the historical workforce composition in our industry. While some changes will occur naturally through attrition, we remain committed to actively promoting diversity and inclusion across all levels of our business. We will continue to review our progress, support initiatives that encourage female representation in leadership, and ensure fair pay practices.

Karen Wilson

Group HR Director April 2025

