

Gender Pay Gap Report 2023



Background

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 and customer service.

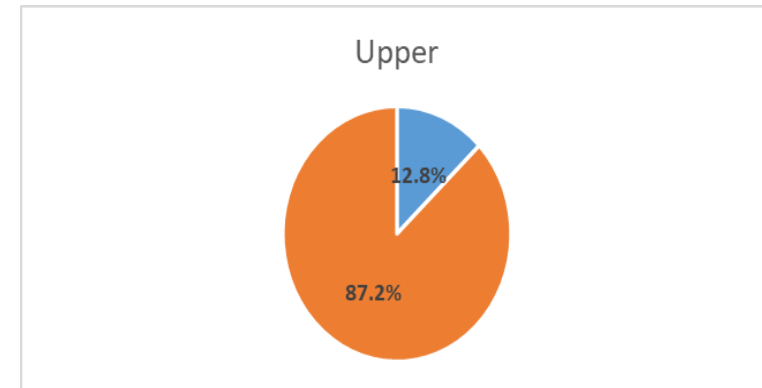
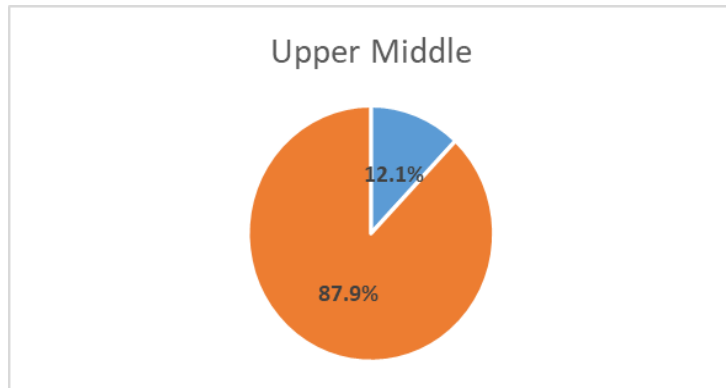
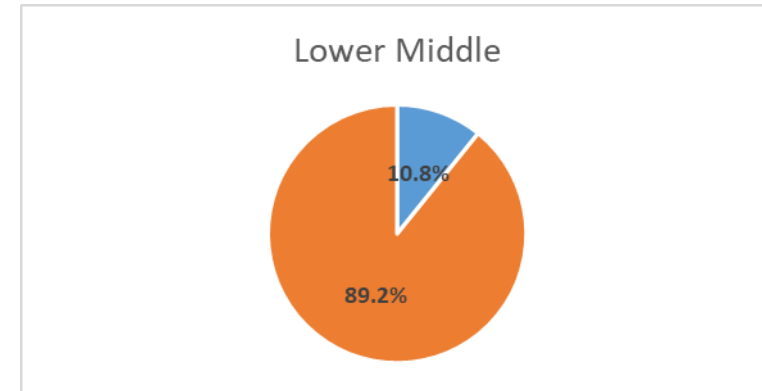
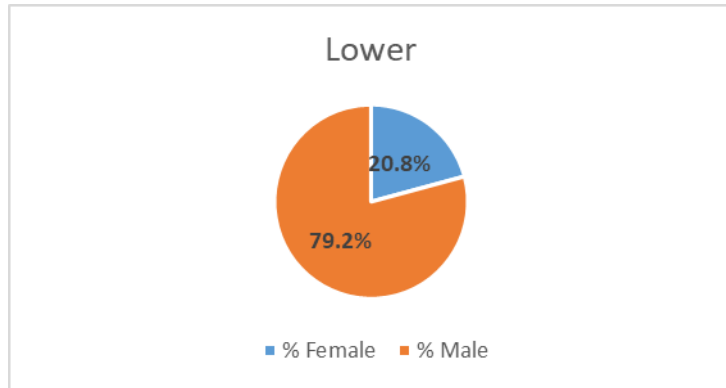
This Gender Pay Gap report is based on data as of 5th April 2023.

On this date, Omar employed 682 staff of which 586 (86%) were male and 96 (14%) were female.

Pay and Bonus Gender Gap 2023

	Mean Gender Pay Gap	Median Gender Pay Gap
Pay	7%	4.7%
Bonus	2.5%	40.6%

Pay Quartiles – Lower, Lower Middle, Upper middle and upper



COMMENTARY

- The UK average gender pay gap is 7.7%.
- There will always be objective and legitimate reasons for pay disparity such as application of knowledge, length of service and performance in a role. For this reason, we know reporting a gender pay gap of zero is a statistical improbability.
- There are no differences in pay rates for different genders occupying equivalent roles at Omar. Our biggest challenge to closing the gender pay gap is addressing the high proportion of male colleagues in senior and management roles, a situation which reflects historic male dominance in our industry. These roles justifiably attract higher salaries and bonuses.
- This is difficult to resolve in the short-term and will be naturally addressed through attrition over time. In 2022 we commenced a “Building our Future” leadership development programme and 5 out of the 9 participants were female.
- We have continued to increase the % of female employees – from 11% in 2017 to 14% today. This includes recruitment of more females into manufacturing roles in trades that have historically struggled to attract females (e.g. electricians, decorators).
- We have also increased the representation of female employees in the upper quartile from 9% in 2018 to 13% today. The % of females in the lower quartile remains static as we continue to attract females – the manufacturing team has a pay grade structure, and new hires will start on the lower grades.
- All employees are included in our employee bonus scheme which pays non management employees an annual bonus based on results. However, in 2022 we introduced a new bonus programme for our manufacturing team which rewards monthly based on several factors around productivity on a team and individual basis. This has led to an increase in the average bonus payments for production staff and has shifted the average back to slightly higher for our male employees.
- In determining pay and reward for our employees we balance several factors, including the economic climate, company performance as well as external market rates for equivalent roles. Market rates for several of our skilled trade areas have increased considerably over the period of this report.

Karen Wilson

Group HR Director

March 2024