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# Traffordcity Snowcentre Limited

## Gender Pay Gap Report 2024





# Gender Pay Gap Report 2024

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 place the highest importance on fairness, equality, and respect for every member of our team. Our commitment to valuing people is reflected across all areas of our business – from recruitment and promotions to compensation – where we ensure all practices are fair and free from gender-based discrimination. We actively promote female representation at board meetings, group management level and within our operations leadership throughout the business.
- We invest in internal development programs and incentive schemes to attract and retain top talent, while also encouraging a culture of open dialogue. We believe every team member should feel heard, supported, and empowered to succeed.
- As part of our ongoing efforts to promote gender equality, our 2024 gender pay gap assessment shows a mean gender pay gap of 14.7%, and a median gap of 3.9%.
- These outcomes highlight our continued commitment to building an inclusive environment where everyone has the chance to grow and succeed based on their talent, contribution, and potential. We remain firmly against discrimination in any form – whether based on race, ethnicity, religion, political beliefs, gender, sexual orientation, age, or disability.

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



Ian Brown, Managing Director – Traffordcity 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 5<sup>th</sup> April 2024.

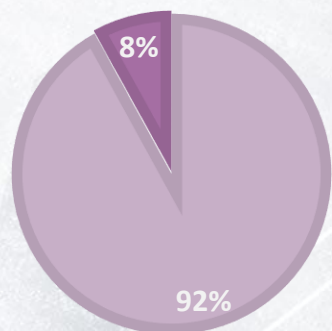
	Mean	Median
Hourly fixed pay	14.7%	3.9%
Bonus paid	16.6%	-4.8%

## 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 5<sup>th</sup> April 2024.

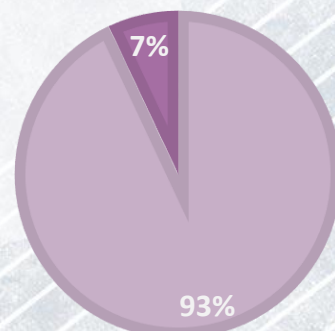
### MALE

■ % 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	70%	30%
Upper Middle Hourly Pay Quartile	45%	55%
Lower Middle Hourly Pay Quartile	60%	40%
Lower Hourly Pay Quartile	45%	55%