



Skiworld Gender Pay Gap Report

The following information shows the gender pay gap at Skiworld on the 'snapshot' date of 5th April 2017. It shows the difference between average earnings of men and women on that date.

It is important to remember that this is a snapshot at a particular time and therefore the figures are affected by the male/female split in the overseas team in particular as they are the most numerous.

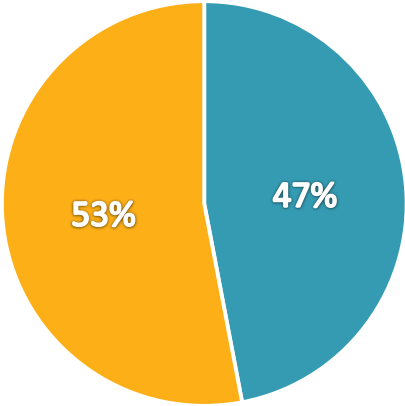
In the 2016-17 season there were 233 men and 221 women in our overseas team. And, considering this with our American and London teams, we have almost equal numbers of men and women. Our board consists of 2 women and 2 men.

Gender pay is different to equal pay. The latter is about ensuring that the same remuneration applies to men and women who are doing the same jobs or similar jobs of equal value. We are committed to an equal pay policy across the company.

The Mean Gender Pay Gap	4.7%
The Median Gender Pay Gap	0.0%
The Mean Bonus Gender Pay Gap	16.6%
The Median Bonus Gender Pay Gap	8.3%
Proportion of Males receiving bonus	92.5%
Proportion of Females receiving bonus	92.8%

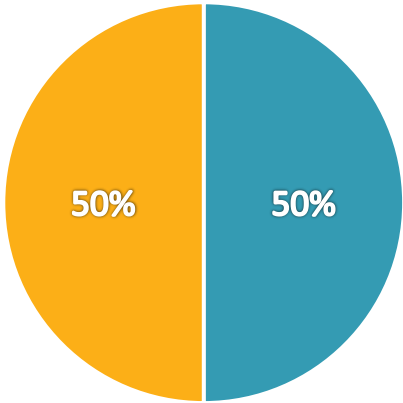
Pay Quartiles

Lower



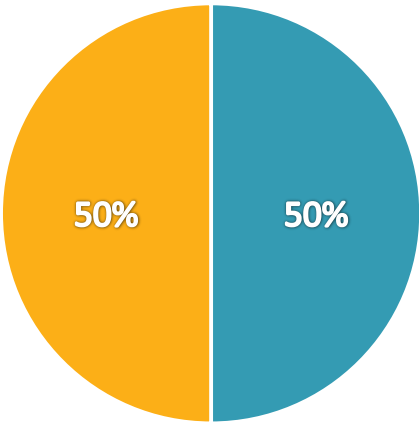
■ Males ■ Females

Lower Middle



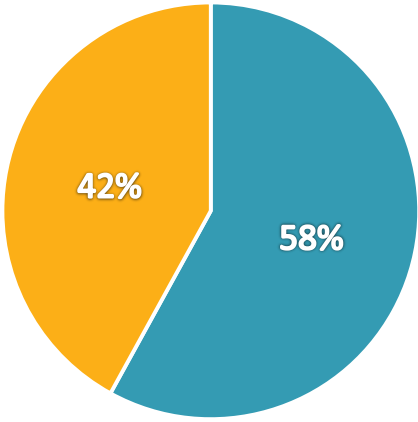
■ Males ■ Females

Upper Middle



■ Males ■ Females

Upper



■ Males ■ Females