



### What is the Gender Pay gap?

The gender pay gap is the measure of the difference in average pay of male and female employees employed by Howletts and Port Lympne Estates Limited.

The gender pay gap is different to equal pay. Equal pay is the actual earnings of men and women performing equal work.

### Why are we only reporting the Gender pay gap information for Howletts and Port Lympne Estates Limited?

The Government requires any employer who has a headcount of 250 or more on the snapshot date of 5 April, to report and publish specific figures about their gender pay gap.

On the 5 April 2022, The Howletts Wild Animal Trust employed less than 250 employees and therefore does not meet the reporting threshold.

On 5 April 2022, Howletts and Port Lympne Estates Limited had a record 295 employees, making this the first year we are required to publish the gender pay gap figures.

### Our approach to pay across Howletts and Port Lympne Estates Limited and The Howletts Wild Animal Trust

We are proud of every employee and their contributions, which help us achieve our organisational aims. Both organisations are committed to promoting gender equality and inclusivity, through the policies and procedures we implement and the organisational culture we foster.

We use a job grading process to ensure we have a fair way of assessing all roles. Job roles are assessed by a grading committee to provide an unbiased overall grade from A to K, to ensure equal pay for equivalent jobs.

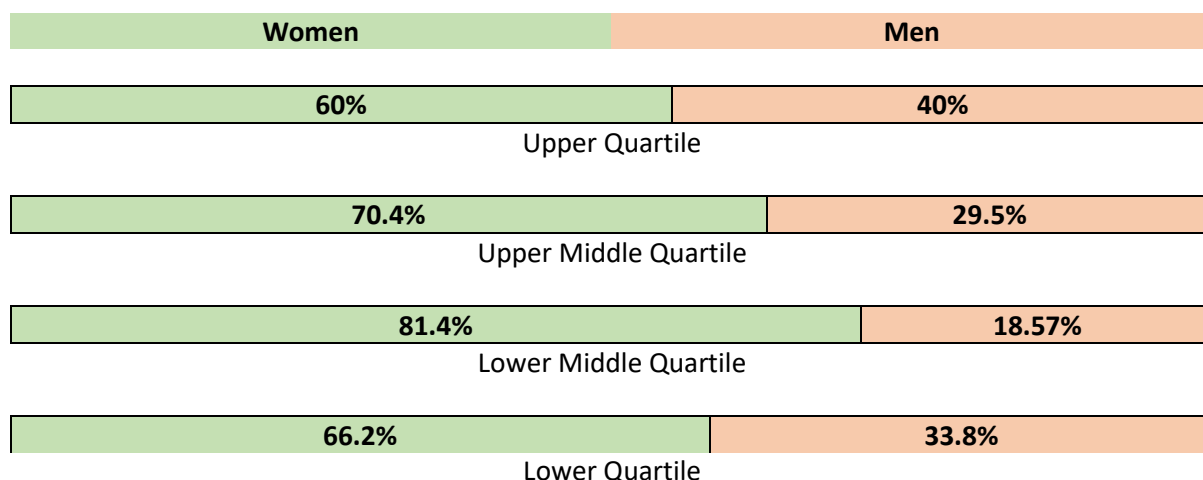
### Demographics of Howletts and Port Lympne Estates Limited

	Female	Male
Number of Employees	206	89
Percentage of total employees	69.9%	30.1%

A significant number of the employees employed by Howletts and Port Lympne Estates Limited, are female identifying.

## Gender split by pay quarter

Proportion of men and women in each pay quartile, based on hourly rates of pay from April 2022.



In HPLE, this means women occupy 60% of the highest paid jobs and 66.2% of the lowest paid jobs. It also shows that women occupy a significant proportion of jobs in the middle quartiles.

## Mean and Median gender pay gap and bonus gap

This table shows the mean and median gender pay gap for HPLE, based on hourly rates of pay and bonuses from April 2022.

	Median (Middle)	Mean (Average)
Gender pay gap	1.4%	16%
Gender bonus gap	29.7%	43%

Results from the first gender pay gap reporting, demonstrates HPLE's median gender pay gap is 1.4%. This is the difference between the hourly rate of pay for the median man and the hourly rate of pay of the median women.

The mean gender pay gap uses the hourly rate of pay for all employees, to calculate the difference between the mean hourly pay for men and the mean hourly pay for women. The average hourly pay gap across HPLE is 16% by mean (in favour of men) based on April 2022 rates of pay.

## Our Commitments

As our first gender pay gap report, it demonstrates that the average gender pay gap is 16%. We recognise that to reduce the gap, we need to make a commitment to promoting inclusive behaviours.

We will ensure women have the skills to progress in their careers by assessing the barriers they may currently face with progression. We will encourage women to participate in development and training opportunities such as the recent Management Development Training, to ensure they have the skills and confidence to succeed in senior leadership roles.

Furthermore, we are introducing an enhanced maternity and paternity pay policy to provide greater support for both men and women. We will take active steps to support parents returning to the workplace, to ensure a smooth and successful transition back into the workplace.

We will strive to find initiatives to help us reduce the gap and will continue to demonstrate our pledge to gender inclusivity.

### **Communicating the Gender Pay Gap**

Legislation requires us to publish the Gender pay gap report on both the governments gender pay gap service website as well as our own website. This ensures it is accessible to both employees and the public. To see this information on the government website, you can search for Howletts and Port Lympne Estates Limited on the Gender Pay Gap Service website.