

## Diamond Resorts Gender Pay Gap Report 2023

Diamond Resorts (Europe) Limited ('Diamond') is committed to the promotion of gender equality in the work place, including ensuring that equal jobs are paid at an equal wage.

The UK Equality Act 2010 (Gender Pay Gap Information) Regulations (**Regulations**) requires that we calculate and publish the average salary paid to our UK team members throughout the UK operations in April 2022. To do this we review our salaried employees during April 2022, identify the relevant employees who received full pay during this period, and then divided them into four even quartiles by headcount. Using a prescribed method, we conducted an analysis on each quartile to calculate both the mean and median average hourly rate of pay. The results are given in quartiles and split by gender. This provides a comparable snapshot of the 'average' team member salary from which we draw our data

Our 2022 analysis show as return to more usual activities following the closure of the UK Furlough Scheme and the rebound of the hospitality sector post Covid. Our data snapshot comprises a population of 287 'relevant' (active/full pay) employees.

*What do the results tell us?*

### **Gender Pay Gap**

#### Proportion of Males and Females in each Pay Quartile

Quartiles 1 and 2 contain a spectrum of positions such as Clerical, Domestic, and Administrative. Whilst both genders are represented within these roles, our quartile analysis demonstrates that these positions are predominantly held by women. Within Quartile 3, the positions captured expand to include supervisory, technology based roles, and 'professional' services. Within this quartile, women are still represented within the majority of these roles, but leveling of the percentages with an increase to the number of men typically found within these posts. Quartile 4 represents 'professional', technical, and leadership positions within the business, and which are predominantly held by men.

Quartiles	Female%	Male %
Q1	61%	39%
Q2	66%	34%
Q3	54%	46%
Q4	42%	58%
<b>Grand Total</b>	56%	44%

The return of Resort Operations (for the reasons set out above) within our Gender Paygap report means that we identify a higher female to male ratio amongst our team members, with 56% women employed versus 44% of men.

#### Mean Gender Pay Gap

Our analysis has identified a variable gender pay gap across three quartiles of the business. Where salary parity is ensured across comparable roles (clerical/administrative), this is reflected within Quartiles 1, 2 and 3. A small variation exists in Q1 and 3 which is due multiple positions falling within these quartiles.

A wider divergence occurs where a range of positions, industries, and seniority come together in Quartile 4. This is in part attributed to a gender divide between traditionally masculine and feminine roles, demonstrated in departments such as IT and Finance (male) and HR and Legal (female). In addition, the quartile also comprises a number of managerial and technical roles requiring a specific level of education and/or expertise. Such positions are subject to external market forces which the business takes into account to ensure Team Members are paid appropriately.

Quartiles	% F to M
1	3%
2	0%
3	3%
4	8%
<b>Grand Total</b>	<b>22%</b>

### Median Gender Pay Gap

The median gender paygap reflects the mid-point salary within each quartile.

	% F to M
Q1	3%
Q2	1%
Q3	4%
Q4	1%
	<b>2%</b>

In each quartile we see a slight bias in the average salary paid toward men, peaking within Quartile 3. This due to the nature of the roles within each quartile and the gender split already highlighted and associated with these.

### **Bonus Gender Pay Gap**

The Regulations also require that we calculate an average of bonuses paid to team members during the 12 month period leading to April 2022. This analysis does not require the identification of 'relevant' Team Members as with our above analysis, but that we include all Team Members who were employed as of the snapshot date.

Again, using a prescribed method we identified the total number of team members who were paid a bonus during this period, divided the payments by gender, and determined the mean and median value of the payments made to both men and women. This is provided as a comparable snapshot of the 'average' bonus payment.

### Proportion of Males and Females receiving a bonus payment

The term 'bonus' means additional payments that relate to bonuses and commissions. Within the 12 month period leading to April 2022 a total of 148 Team Members received bonus payments. Of these, 58% were women and 42% were men.

Gender	Percentage
F	58%
M	42%
<b>Grand Total</b>	<b>100%</b>

### Mean Bonus Gender Pay Gap

The Mean Bonus Gender Pay Gap indicates that men earned 62% more in bonuses than women.

Mean Gender Pay Gap	62%
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This is in part attributed to the gender split of those roles which attract a bonus payment. A higher number of women work in positions that attract some form of bonus, but where the bonus does not form the majority of salary.

In contrast, a higher proportion of men are hired into target driven sales related roles where bonuses against performance form a large percentage of remuneration. Where senior non-sales roles attract a company bonus, these payments are based on a percentage of salary. Variations in payments are created by either the monetary value of the salary paid, the percentage awarded as a bonus, or a combination of the two.

### Median Bonus Gender Pay Gap

The Median Bonus Gender Pay gap reduces the average differential between men and women to 57%.

Median
57%

Diamond is committed to equal opportunity employment.

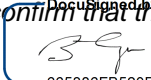
Through the implementation of family friendly policies such as flexible working and shared parental leave, we hope to continue to encourage more women into our workforce. We continue to offer child care vouchers (the scheme was closed in 2018, by the UK government, to new members) to members of staff originally participating in the scheme.

Through development programmes developed by our parent company, Hilton Grand Vacations inc. ('HGV'), we are able to commit to the upskilling and promotion of our current Team Members throughout the business. Internal initiatives such as the HGV Talent Management programme, which is driven by our People Inclusion and Culture Team, aim to identify developing talent within the organisation and ensure that Team Members are given the skills necessary to upskill and grow within the business. Online forums such as our Women's Team Member Resource Group ('TMRG') provides a valuable platform within the business for Team Members to come together from across the globe, share experiences, and celebrate success stories. Locally we also use externally recognised programmes such as Government Apprenticeships to identify key development areas, and upskill internal talent in both technical and managerial areas to ensure the promotion and development of a rounded and loyal workforce, regardless of gender.

Where roles are traditionally seen as masculine, generally technical, or feminine, generally administrative, we continue to review our recruitment practices and focus on encouraging men and women into all areas of the business.

(Statement to be signed by Ben Loper, Statutory Director)

I hereby confirm that the data contained within this report is true and accurate.

  
Name: DocuSigned by:  
665386FB520E437...  
Position: SVP & Treasurer  
Date: 04/04/2023