

Our Gender Pay Gap

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

What is gender pay gap reporting?

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 2023. To do this we review our salaried Team Members during April 2023 to identify the relevant Team Members who received full pay during this period.

Our Culture

As a subsidiary of Hilton Grand Vacations (HGV) Inc., we are committed to diversity, equity, and belonging to all our Team Members. We continue to strive to lead our markets and industry in narrowing gender inequality as shown by the results this year.

Population

On the snapshot date there were 307 Team Members, of which 169 were female (55%) and 138 were male (45%). Of these, six females and four males were receiving either Statutory Sick Pay (SSP) or Parental Pay (PP), thus classified as 'relevant' rather than 'full pay relevant' Team Members.

Results Summary

These results show positive steps towards our vision for gender equality at Diamond. We are proud of our work so far, and excited to continue this journey. The table below summarises our year-on-year results. We are proud to have lowered our mean hourly pay gap by 4% points and maintain a median hourly pay gap significantly below the UK national average of 7.7% (ONS (Office for National Statistics), 2024)¹. Our Bonus pay gap has seen subtle movement, from 62% in 2022 to 61.3% in 2023 for the mean bonus pay gap, and from 57.0% to 60.5% for the median.

<i>Pay Gap Measure (%)</i>	Apr 23	Apr 22	YoY Change
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¹ ONS (2024) Gender pay gap in the UK - Office for National Statistics (ons.gov.uk)

<i>Hourly Pay Gap (mean)</i>	18.0	22.0	-4.0%
<i>Hourly pay gap (median)</i>	3.6	2.0	+1.6%
<i>Bonus pay gap (mean)</i>	61.3	62.0	-0.7%
<i>Bonus pay gap (median)</i>	60.5	57.0	+3.5%
<i>Proportion of females receiving a bonus payment</i>	39.1	58.0	-8.9%
<i>Proportion of males receiving a bonus payment</i>	39.9	42.0	-2.1%

Quartile analysis

Since the prior reporting period, the percentage females within the upper quartile have improved by 7% (points), to near parity to males at 49%. This positive result is further bolstered by the small increase in female representation in the upper-middle quartile.

The upper quartile represents professional, technical, and leadership positions within the business. Within the upper middle quartile, the positions captured expand to include supervisory, technology-based roles, and 'professional' services.

<i>Proportion of females in each pay quartile (%)</i>	Apr 23	Apr 22	YoY Change
<i>Upper quartile</i>	49	42	+7%
<i>Upper-middle quartile</i>	55	54	+1%
<i>Lower-middle quartile</i>	55	66	-11%
<i>Lower quartile</i>	60	61	-1%

Lower and lower-middle quartiles contain a spectrum of positions such as Clerical, Domestic, and Administrative. Whilst both genders are represented within these roles, and the number of men represented has increased, our quartile analysis demonstrates that these positions are predominantly held by women.

We are committed to fostering an inclusive and supportive work environment.

“Our actions today lay the groundwork for tomorrow. We set ambitious targets that will provide the foundation for growth.

By living our Hilton values, we recruit, train, and work with the sense of commitment to diversity, equity, and inclusion for all. Providing each Team Member with an opportunity to show their best and be their best every day.

By prioritising gender equality in recruitment, we will maintain our commitment to fairness, ensuring we employ a diverse and talented workforce that represents the society in which we live. We will listen, learn, and adapt as we continue our journey toward equality.”

Emma Read

Regional HR Director



Our commitment

Our Policies

Our policies reflect this commitment, ensuring that all Team Members have equal opportunities. We recognise the importance of creating an environment which promotes work-life balance. Our flexible working arrangements take Team Members needs to into considerations and strive for work life balance. Part-time work, job sharing, or remote options, we encourage flexibility to accommodate diverse lifestyles.

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

We adhere to all statutory measures related to parental leave, ensuring that both mothers and fathers can take time off to care for their families. We have adapted to the requirements of our people and offer a substantial number of flexible contracts. Additionally, we recognise that women face unique challenges throughout their career lifecycle. By offering flexibility, we empower Team Members to balance their professional and personal responsibilities.

Through programmes developed by our parent company, 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.



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

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

Name: Ben Loper

Position: SVP & Treasurer, Statutory Director

Date: 7/8/24